



Equal Employment Opportunity/Affirmative Action Policy Statement

It has been and shall continue to be the policy of Michels Corporation and its Operating Divisions and Subsidiaries (hereafter "Michels") to provide equal employment opportunity free of discrimination against any individual on the basis of their race, creed, color, religion, sex, gender, age, national origin, disability, military and veteran status, sexual orientation, marital status, genetic information or any other characteristic protected by state or federal law. We are committed to this Policy and its embodiment in the law.

Michels is committed to assuring that any Human Resources activity or action including recruiting, hiring, placement, formal or informal training (such as on-the-job training, co-op programs, apprenticeships and management trainee programs), job classifications, work assignments, transfers, assignment of overtime hours, promotion, lay-off, recall and termination and other related programs are provided fairly to all persons. Similarly, all salaries, wages and benefit programs will be administered in conformity with this Policy.

Michels is always interested in qualified job applicants. All employees are urged to refer qualified job candidates, including women and minorities, to Michels.

Michels encourages each employee to develop their skills so that they can achieve their fullest potential. Therefore, we encourage all employees to continually seek opportunities to upgrade their skills and job knowledge. Accordingly, we ask all employees to feel free to ask their supervisor or the Human Resources Manager about training programs that might be appropriate for the goal of furthering their career path.

Michels pledges that it will maintain a working environment free of harassment, intimidation and coercion at all its sites and facilities. Harassment of any type, including race, sex, gender, or age, will not be tolerated and may result in sanctions up to and including immediate dismissal. Employees who believe that they have been victims of harassment of any kind are urged to immediately report such incidents to the Human Resources Department, who has the overall responsibility of investigating and resolving complaints at Michels.

This Michels' Equal Employment Opportunity/Affirmative Action Policy is a public document of the Company. It has been discussed with all management personnel. All employees are responsible for supporting the goal of Equal Employment Opportunity and Affirmative Action and assisting Michels in meeting these objectives. In addition to being available on our web site (www.michels.us), this Policy will be posted in the Company office, in all work trailers and at all job sites. Our commitment to Equal Employment Opportunity will be carried on our letterhead with the statement that Michels is an Equal Opportunity Employer. This same statement will be carried on all of our employment advertisements. It is our intent to give this Policy the widest possible dissemination including providing copies to all unions with whom we have collective bargaining agreements and all subcontractors and other firms with whom we anticipate doing business. In soliciting bids for subcontracts, minority and female construction contractors and suppliers will be contacted. In seeking referrals of craft workers from the union hall, we will always specify that women and minorities are to be included in all such referrals.

Karen A. Wuest has been designated as Michels' EEO Officer and Jacki R. Warner as EEO Coordinator. Should you have any questions about this Policy, please contact either of them during normal business working hours (8 a.m. to 5 p.m. CST).



We are committed to this Policy. It is Michels' intention that all actions and decisions will support the spirit of this Policy and program. It is incumbent upon every employee to do the same.

A handwritten signature in black ink, appearing to read "Patrick D. Michels", is written above a horizontal line.

Patrick D. Michels, President/CEO

1/1/2015

Date