

Equal Employment Opportunity Policy

Marinship Development Interest will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin, or against any subcontractor whose principals or employees are minority group members.

The Company will encourage and assist members of minority groups to become applicants for apprenticeship programs in which the Company or associations of which the Company is a member or labor unions are involved. The Company intends to utilize the services of minority group apprentices and journeyman trainees to the maximum extent consistent with the nature of the project and applicable labor agreements of the Company.

The Company's operations are conducted under valid collective bargaining agreements with various building trade unions and the Company must rely on referrals of employees from the hiring halls of these unions. The Company will, however, seek the cooperation of, and work closely with, these unions in a effort to increase referrals by these unions of greater numbers of minority and female employees. If any of these unions refuse to cooperate with the Company in in this regard, the Company will attempt to meet with the governing officials of the union in question to effect voluntary corrective action and, in the absence thereof, will inform the awarding Agency.

The Company shall keep such records as are necessary to determine compliance with, and progress under this Policy. Those records will indicate (I) the number and category of minority group members employed in each work classifications during proper periods of contract performance, (II) the number of minority group members who applied for employment and who were not employed, and the reasons therefore, (III) the progress made by unions to increase referrals of female group employees. All such records will be retained for a period of three (3) years following completion of the relevant contract and shall be available at reasonable times for inspection by authorized representatives of the awarding agency and of appropriate governmental Agencies.

Copies of this Equal Employment Opportunity Policy have been distributed to the Company's supervisory personnel and will be posted in conspicuous places at each Company Office and shop for inspection by all Company employees and by applicants for employment. The purpose and intent of the Policy and Program and the Company's commitment thereto will be discussed in meetings among the Equal Employment Opportunity Officer and all Company employees who are authorized to hire, supervise, promote and discharge employees, or to recommend such action, or who are substantially involved in such action.