



EQUAL OPPORTUNITY POLICY

In no event may a Condon-Johnson & Associates, Inc. employee or our subcontractors discriminate in any way against any person on account of race, color ancestry, religion, sex, national origin, age, marital status, physical handicap, medical condition (cancer), or mental disability, disabled veterans and Vietnam Era Veterans, physical disability, HIV and AIDS, or denial of family care leave.

Condon-Johnson & Associates, Inc. shall utilize affirmative action steps in order to avoid discrimination or offense to any persons who may be working at or visiting one of our job sites or company facilities.

Condon-Johnson & Associates, Inc. will recruit employees of both sexes for all projects, unless sex is a bona fide occupation qualification. Advertisements in newspapers and other media for employment will not express a sex preference, unless sex is a bona fide occupation.

Employees of both sexes will have an equal opportunity to any available job that he or she is qualified to perform. Also, there will be no distinction based upon sex in employment opportunities, wages, hours or other conditions of employment. Condon-Johnson & Associates will make no distinction between married or unmarried persons regardless of their sex. Physical facilities will be the same for both sexes.

Equal employment opportunity and affirmative action are important components of Condon-Johnson & Associates, Inc.'s basic philosophy towards its employees. More than merely legal considerations, these are serious social obligations that Condon-Johnson & Associates, Inc. as a corporation and all of us as employees must assume in our day-to-day responsibilities.

We should be mindful that societal attitudes and stereotypes which interfere with equal employment opportunities, particularly for minorities and females, foster unrest and threaten personal dignity. In addition, the failure to base employment decisions upon an individual's qualifications limits the full use of each person's productive capacity.

Each employee at Condon-Johnson & Associates, Inc. is asked to put into practice a high standard of conduct toward other people and is expected to eliminate all forms of employment bias involving age, color, handicap, national origin, race, religion, sex (including sexual harassment), or veteran status. It is important to remember that Condon-Johnson & Associates, Inc. is judged on its practices in employment as well as its products, its services and its financial returns.

Your cooperation and wholehearted support of our affirmative action and equal employment opportunity programs is essential in ensuring that we continue to make the progress expected at all Company facilities.

CONTACT COLIN PERKINS AT (510)636-2100 FOR ADDITIONAL INFORMATION.

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