

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

This is to affirm the policy of Egan Company (“Egan”) to provide Equal Employment Opportunity to all employees and applicants for employment in accordance with all applicable EEO/AA laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically Minnesota Statutes, Chapter 363; Sections 139 and 141 of the Minneapolis Civil Rights Ordinance (and its applicable Rules and Regulations) and Section 183.04 of the Saint Paul Legislative Code (and its Rules Governing Affirmative Requirements in Employment).

Egan will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, familial status, local human rights commission activity, or status with regard to public assistance. For affirmative action purposes, Egan invites applicants and employees to self-identify their race/ethnicity, sex, veteran status, and disability. Upon request, Egan will offer reasonable accommodation to any applicant or employee with a disability.

Egan will take affirmative action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Egan will commit the necessary time and resources, both financial and human, to achieve the goals of equal employment opportunity and affirmative action.

Egan fully supports incorporation of non-discrimination and AA rules and regulations into contracts.

Egan will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these AA objectives as well as other established criteria. Any employee of Egan, or subcontractor to Egan, who does not comply with the EEO/AA policies and procedures as set forth in this Policy Statement and Plan will be subject to disciplinary action. Any subcontractor not complying with all applicable EEO/AA laws, directives and regulations of the Federal, State and Local governing bodies or agencies thereof (specifically Minnesota Statutes, Chapter 363; Sections 139 and 141 of the Minneapolis Civil Rights Ordinance (and its applicable Rules and Regulations); and Section 183.04 of the Saint Paul Legislative Code (and its Rules Governing Affirmative Requirements in Employment)) will be subject to appropriate legal sanctions.

Egan has appointed Erin Neils to coordinate its EEO Policy and AA Plan. Her responsibilities will include monitoring all EEO activities and reporting the effectiveness of this AA Plan, as required by Federal, State, and Local agencies. The CEO of Egan will receive and review reports on the progress of the AA Plan. Employees may review Egan’s AA Plan upon written request to Human Resources. If any employee or applicant for employment believes he/she has been discriminated against, please contact Erin Neils at (763) 595-4315 or Tracy Pease at (763) 390-8933.



James Ford, President & CEO

April 1, 2025

Date