

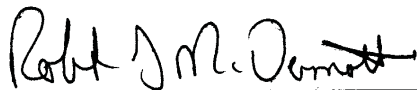
## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Huitt-Zollars, Inc. affirms its policy to select employees based solely on the criteria of qualifications and ability to do the job, to contribute positively to the working team and the firm as a whole, and to abide by the Company's professional standards. Huitt-Zollars affirms its commitment to excellence in its products and services and, of necessity, in staffing, and to selection decisions made according to the above-stated criteria regardless of race, age, color, physical handicap, military service record, religion, sex or national origin. Further, Huitt-Zollars is committed to ensuring that equal opportunity for employment in the firm is provided to all qualified persons through recruitment practices that access all audiences and through selection procedures that are unbiased.

This policy requires affirmative action at all levels in the Company--a Company-wide effort that not only seeks to provide equal opportunity in employment for all qualified persons, but also conscientiously applies this policy in all phases of the employment process: recruiting, selection, compensation, benefits, promotions, transfers, training and development, social activities, and terminations or reductions in force.

Huitt-Zollars has established a written Affirmative Action Plan to assure that equal employment opportunity is provided and that the Company maintains a work force that is balanced for all minorities and women based on their representation and availability in the recruitment population.

We support our employment opportunity policy and the implementation of our Affirmative Action Plan. We have delegated the responsibility for the implementation, internal monitoring, updating, and overall management of our plan to our Human Resources Vice President. We have confidence that the management and staff of Huitt-Zollars has always made good faith efforts to achieve equality and parity in employment and equal confidence that those efforts will continue.



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Robert J. McDermott, P.E.  
President

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February 1, 2017

Date