



CLEVELAND CONSTRUCTION, INC.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

It is the policy of Cleveland Construction, Inc. that we will recruit, hire, transfer, train, compensate, layoff, terminate and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, and disability, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements.

Cleveland Construction, Inc. ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program

Any Employee who believes that he/she is being unlawfully harassed or discriminated against by a supervisor, co-worker or anyone else should contact an on-site company manager or Project Superintendent. In the event you are not satisfied with the manner in which your concerns are being handled, you can report your concerns to our EEO Officer Mitch DaDante at (440) 255-8000. For further details, see the full policy and the Open Door Complaint Procedures in your copy of the Employee Policies and Benefits Manual.