



NOTIFICATION TO SUBCONTRACTORS, VENDORS AND SUPPLIERS

It is the policy at Brasfield & Gorrie, L.L.C. ("Brasfield & Gorrie") to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Brasfield & Gorrie is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended 38 U.S.C. 4212 (2001) ("Section 4212" or "VEVRAA") and the implementing regulations. Brasfield & Gorrie is committed to take positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans.

As a federal government contractor, Brasfield & Gorrie expects all of its subcontractors, vendors and suppliers to comply with all of their applicable obligations under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for individuals with disabilities, and other protected veterans.

If you have any questions about Brasfield & Gorrie's affirmative action obligations, please contact the undersigned.

A handwritten signature in cursive script that reads "Tom Garrett".

Tom Garrett
Chief Safety & HR Officer
January 30, 2017