



**CDI Construction Group, Inc.  
CDI Companies, Inc.**

P.O. Box 2410 Midland, Michigan 48641

**EQUAL EMPLOYMENT OPPORTUNITY (EEO)  
POLICY STATEMENT**

It is the policy of CDI Construction Group, Inc. (CDI Companies, Inc.) to promote and ensure equal employment opportunity for all persons regardless of race, color, sex, national origin, religion, age, disability, sexual orientation, marital status, weight, height, or misdemeanor arrest record.

Equal employment opportunity principles govern all aspects of the CDI Construction Group, Inc.'s personnel policies, program practices, and operations. All phases of employment including recruitment, hiring, evaluation, promotion, transfer, assignment, training, benefits and separation shall be conducted in compliance with equal employment opportunity laws and regulations.

Current and future managers and supervisors at all levels will share responsibility to ensure equal employment opportunity. Managers and supervisors will be held accountable for achieving CDI Construction Group, Inc.'s adherence to this policy objective and their performance will be evaluated in terms of this, as well as other major company goals.

All employees play an important role in maintaining an environment of equal opportunity, and must treat all colleagues with respect and professionalism. As President of CDI Construction Group Inc. (CDI Companies, Inc.), I support the company's commitment to equal employment opportunity and hold every employee accountable for the achievement of this policy objective.

Jessica Kay Ice  
President