

D. L. GEORGE & SONS CONSTRUCTION COMPANY

STATEMENT OF POLICY OF EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION PROGRAM

D. L. George & Sons Construction Company, Inc., an Equal Opportunity Employer, has firmly established as company policy that it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, handicapped or veterans. The company will take affirmative action which includes the program set forth herein to ensure this policy.

David L. George, Vice President is designated as the Equal Employment Opportunity officer and has the responsibility of enforcing the company's EEO policy and implementing, fully, the company's affirmative action program, while preserving, at all times, the right of the company to be sole determinant of the qualifications of any applicant or employee.

The EEO Officer will be responsible to post in conspicuous places in the company offices and on the jobsites and have available for distribution to employees and applicants for employment this statement of company policy and its affirmative action program.

The company's non-discrimination policy will be included in all advertising solicitation the company may undertake and this policy, as well as the company's affirmative action program, will be provided to contractors and subcontractors with who the company does business.

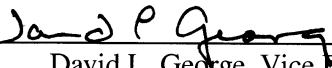
The EEO Officer shall be responsible for ensuring that all superintendents and other supervisory personnel are aware of and carry out the company's obligation under its Equal Employment Opportunity policy and its affirmative action program covering, but not limited to, recruitment, employment, upgrading, demotion, transfer, layoff or termination. The company will on all jobsites maintain a working environment which will be free of harassment and coercion of minorities and women employees.

The EEO Officer shall be required to maintain a current file of the names, addresses and telephone numbers of each minority and female off-the-street applicant or other recruitment source. The file shall also indicate action taken by the company with respect to each applicant. A listing of those community organizations and service agencies that can provide referrals of minorities and females to the company will also be maintained, these to include, but not limited to, Pennsylvania Career Link Employment Service; Maryland One-Stop Career Center; Virginia Employment Commission; and Workforce West Virginia.

The company will at all times make every good-faith effort to meet the goals and timetables as are laid out by the legitimate federal or state agencies for utilization of females and minorities in the associated industry. Based upon the work at hand, the company will develop, where possible and practical, on-the-job training opportunities for minorities and female employees. The company will participate in training programs as may be developed by the Associated Builders and Contractors or others and also utilize other programs established by governmental agencies for the training of minorities or females when such utilization is practical for the company to do so.

All facilities and company activities are to be non-segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes. Based upon the practicalities of the work at hand, the company shall endeavor to its greatest ability to inform and provide the opportunity for minority business contractors to submit quotations on work. The company will document and maintain a record of all solicitations of offers for subcontractors from minority and female contractors and suppliers. Supplementing this affirmative action program will be the company policy of utilizing to the greatest degree possible, based upon qualifications and the safe progressing of the work at hand, the utilization of the work at hand, and the utilization of handicapped workers.

D. L. George & Sons Construction



David L. George, Vice President

January 11, 2013