



NOTICE OF EEO POLICY

It is the policy of Mechanical Construction Manager, LLC that an equal job opportunity, equal terms, and conditions of employment shall be afforded to all qualified persons without regards to race, color, creed, sex or national origin. Further, it is the policy of this company to support and abide by laws insuring equal terms and conditions of employment for all qualified persons without regards to race, color, and creed, Religion. Sex, (including sexual harassment), national origin, age (40 or older), Disability, Military & Veteran status. This policy shall include, but is not limited to, all matters related to recruitment, hiring, upgrading, transferring, demoting and termination of employees.

This policy is communicated to all management personnel and to company employers so that the above principle will be fully understood and implemented. Management performance on this program will be evaluated as a performance on the Company goals. This policy is communicated to all public and private sources used in recruitment of employees, including labor organizations, so it is fully understood that this company is an equal opportunity employer and that all applicants for employment shall be referred on a non-discriminatory basis.

We will send all subcontractors a copy of our EEO policy, requesting a written confirmation they understand and will cooperate.

Company efforts are coordinated through the Human Resources Department of Mechanical Construction Managers, LLC including advising and assisting all personnel and can be reached at (937) 274-1987.

Michael F. Stemen is an officer of the Company empowered to make commitments for corrective action if necessary.

Mechanical Construction Managers, LLC will conduct periodic reviews with supervisory personnel to insure the Company's program is being implemented.

If employees are sought by means of advertising, we will utilize publications, as well as other media most likely to reach minority groups as a means of making known our need, and that members of such groups will be welcome in our policy.

Mechanical Construction Managers, LLC will not discriminate against any employee or applicant for employment because of physical or mental handicap in regard to any position for which the employee or applicant for employment is qualified. Mechanical Construction Managers, LLC agrees to take Affirmative Action to employ, advance in employment and otherwise treat disabled Veterans, Vietnam Era and Special Disabled Veterans in all employment practices such as the following: Employment upgrading, demotion, transfer, recruitment advertising, layoff, termination, rates of pay, or other forms of compensations and selection for training, including apprenticeship.

Mechanical Construction Manager, LLC

Michael F. Stemen- CFO