

**EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION
STATEMENT OF POLICY
41 C.F.R. §60-300.44(a), 41 C.F.R. §60-741.44(a)**

It is the policy of J.A. Watts, Inc. (“JWT”, “the Company”) not to discriminate or allow the harassment of employees or applicants on the basis of age, gender, sexual orientation, gender identity, pregnancy, childbirth or related medical condition, race, color, religion, national origin, ancestry, physical or mental disability, genetic information, medical conditions, family care or medical leave status, military service or veteran status, marital status domestic partner or civil union status, use of lawful products off the job, arrest or conviction record,, honesty testing not related to the bona fide occupational qualifications or any other basis protected by applicable federal, state or local laws collectively “protected status”). This policy applies to all jobs at the Company and to all employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, demotion, layoff, rates of pay or other forms of compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. The Company does and will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities, and Protected Veterans and to treat qualified individuals without discrimination based upon their gender, sexual orientation, gender identity, race, color, religion, physical or mental disability, veteran status, or other status protected by law, in all employment practices as follows:

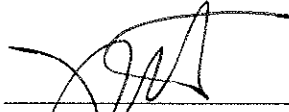
Employment decisions at the Company are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination based upon the individual’s gender, sexual orientation, transgender status, race, physical or mental disability, protected veteran status, or other protected status. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company’s business. The Company also makes reasonable accommodations for sincerely held religious beliefs.

I am fully committed to principles of EEO and Affirmative Action for women, minorities, Protected Veterans and individuals with disabilities. As the President, I am ultimately responsible for the successful implementation of the Company’s Affirmative Action Programs. I have appointed Mark Newbill, Human Resources Director, as the Affirmative Action Officer for the Company, with responsibility for implementation of the Company’s affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. The Company will conduct training to prevent any harassment. All managers and supervisors will take an active part in the Company’s AAP to ensure that all qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, JWT will solicit the cooperation and support of all employees for the Company’s policy and our AAPs.

The Affirmative Action Officer has been assigned responsibility for periodically auditing progress in the compliance and implementation of the policy of affirmative action for women, minorities, individuals

with disabilities, and Protected Veterans and annually reports JWI's progress toward achieving the objectives of our Equal Employment Opportunity Policy and affirmative action commitments. In accordance with public law, the Company's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for Protected Veterans are available for inspection in the Human Resources Department during regular business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.



Julie Watts, President
2017