



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Unicorn Construction was built upon teamwork and equal opportunity. We will continue to be successful when people are treated fairly and allowed to advance and achieve their full potential. We are proud of the fact that we extend equal employment opportunities to all qualified employees and applicants for employment without regard and therefore will not engage in any unlawful discrimination against any employee or applicant for employment because of race, creed, color, national origin, sex, age, disability, marital status, sexual orientation or citizenship status with respect to all employment decisions including, but not limited to, recruitment, hiring, upgrading, demotion, downgrading, transfer, training, rates of pay or other forms of compensation, lay off, termination, and all other terms and conditions of employment.

We work hard at Unicorn Construction to promote the fulfillment of human potential and equal employment. We will take action to ensure that all qualified minority group individuals, women, disabled persons, and disabled or Vietnam Era veterans are given the opportunity to know of openings, are encouraged to seek promotions, are considered for promotion opportunities, and, when qualified, are hired or promoted.

All phases of employment including, but not limited to, recruiting, hiring, selection for training, promotion, demotion, discipline, rates of pay or other compensation, transfer, layoff, termination, recall, use of all facilities, and participation in all company-sponsored activities, will be administered so as to further the principle of equal employment opportunity.

Unicorn Construction abides the requirements of Executive Order No. 50 (1980) as amended ("E.O. 50") and the Rules and Regulations promulgated there under. We also abide The Civil Rights Act of 1964, Executive Order 11246, and subsequent Acts, provided for promotion and assurance of equal opportunity.

It is the policy and intention of Unicorn Construction to comply with ALL of these provisions.