



AFFIRMATIVE ACTION PLAN STATEMENT

This policy of equal employment opportunity is founded on sound business judgment and the principle of respect for all individuals. It is the policy of Amelie to provide equal opportunity for all qualified employees and applicants for employment without regard to race, religion, color, sex, gender, age, disability, national origin, sexual orientation, genetic information or veteran status.

Positive and affirmative action is taken to ensure the fulfillment of this policy in regard to all aspects of the employment relationship, including but not limited to:

- Hiring, placement, upgrading, transfer, or demotion
- Recruitment, advertising, or solicitation for employment
- Treatment during employment
- Rates of pay and/ or other forms of compensation
- Educational assistance and other employee benefits
- Selection for training
- Social or recreational programs

The Amelie Construction & Supply, LLC will implement, monitor, enforce, and achieve full compliance with this Affirmative Action Policy in conjunction with the applicable federal and state laws, regulations, executive orders, and the EEO contract provisions. Listed below are the applicable Federal Antidiscrimination laws, Executive Orders and Regulations:

1. Title VII of the Civil Rights Act of 1964 as amended
2. Presidential Executive Order 11246 as amended
3. Title 23 U.S.C. 140
4. Title 49 C.F.R.
5. Americans with Disabilities Act of 1990
6. Rehabilitation Act 1973, as amended
7. Fair Labor Standards Act of 1938, as amended
8. Age Discrimination in Employment Act of 1967 (ADEA)
9. The Equal Pay Act of 1963 (EPA)
10. Non-Discrimination and Affirmative Action provisions of VERAA 1974, as amended
11. Required Contract Provisions Federal Aid Construction Contracts
12. Minority Business Enterprises as Subcontractors
13. Standard Federal Equal Employment Opportunity Construction Contract Specifications

In implementing this policy and ensuring that equal opportunity is being provided to protected class members, each time a hiring opportunity occurs the Amelie Construction Supply, LLC will contact and request referrals from minority and female organizations, referral sources, and media sources. All advertising will state **"all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability or, if applicable, veteran status"**.



In order to substantiate the Amelie Construction & Supply, LLC's efforts and affirmative actions to provide equal opportunity, the Amelie Construction & Supply, LLC will maintain and submit, as requested, documentation such as referral request correspondence, copies of advertisements utilized, and follow-up documentation to substantiate that efforts were made in good faith. The Amelie Construction & Supply, LLC will maintain internal EEO/ affirmative action audit procedures, reporting and recordkeeping systems.

It is understood by me the Equal Employment Opportunity Officer, and supervisory and managerial personnel that the failure to effectively implement, monitor, and enforce the Amelie Construction & Supply, LLC's Affirmative Action Program and the failure to adequately document the affirmative actions taken and efforts made to recruit and hire minority and female applicants, in accordance with our affirmative action program, in each instance of hire will result in the Amelie Construction & Supply, LLC being required to recommit itself to a modified and more stringent affirmative action program, prior to receiving approval. It is recognized that an approved affirmative action program is a prerequisite for performing services for the contracting agency.

Managers and supervisors are being advised of their responsibilities to ensure the success of the program. The ultimate responsibility for the affirmative action program rests with the President. However, the day-to-day duties will be coordinated by Nancy Carnevale who has been designated as the Equal Employment Opportunity Officer for the Amelie Construction & Supply, LLC.

This affirmative action plan has my whole-hearted support. In addition, each manager and supervisor as well as all employees are to aid in the development and implementation of the program and will be held responsible for compliance with its objectives.

Patrick Carnevale
President

11-23-2020

Date