

Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement: Discrimination is Against the Law

Gleeson Constructors & Engineers, L.L.C. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Gleeson Constructors & Engineers, L.L.C. does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Gleeson Constructors & Engineers, L.L.C.:

Provides free aids and services to people with disabilities to communicate effectively with us, such as:

- Qualified sign language interpreters
- Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact Bernie LeCates, HR Manager/EEO Officer.

If you believe that Gleeson Constructors & Engineers, L.L.C. has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Bernie LeCates, HR Manager/EEO Officer, PO Box 8800, Sioux City, IA 51102, Phone: (712)293-5359, Fax: 888-850-2903, Email: BernieL@klingercompanies.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Bernie LeCates, HR Manager/EEO Officer, is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services

200 Independence Avenue, SW

Room 509F, HHH Building

Washington, D.C. 20201

1-800-368-1019, 800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.