



BLACK & VEATCH

A NOTICE AND INVITATION TO ALL PROFESSIONALS AND APPLICANTS

STEVE EDWARDS, CHAIRMAN AND CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Black & Veatch Corporation has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a) Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, veteran's status, age, pregnancy status, disability, genetic information or other status protected by law.
- b) All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity and expression, veteran's status, pregnancy status, age, disability, genetic information or other status protected by law.
- c) Professionals and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any actor practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed the Director of Employee Relations to take on the responsibilities of EEO Coordinator. As EEO Coordinator, they will be responsible for the day to day implementation and monitoring of this Affirmative Action Plan. As part of that responsibility, they will periodically analyze the Company's personnel actions and their effects to insure compliance with our equal employment policy.

If you, as one of our professionals or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please see the Director of Employee Relations during regular business hours. This is also a reminder that professionals may update their disability status at any time by contacting their Human Resources Business Partner.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all the Company's personnel to attain our objective of equal employment opportunity for all.

STEVE EDWARDS | CHAIRMAN AND CEO

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