

Equal Employment Opportunity Policy Statement December 2021-December 2022

Encore Electric Inc. (“Encore”), has had an Equal Opportunity Employment Policy (“Policy”) since its inception and has provided employment opportunities to all qualified individuals regardless of age 40 and over, color, disability, gender, identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation, or any other applicable status protected by state or local laws, ordinances, or regulations (“Protected Status”). Encore will continue to take affirmative actions to employ and advance those covered by a Protected Status. All aspects of the employment process, including, but not limited to, recruiting, hiring, probation, testing, compensation, benefits, transfers, training, education, educational assistance, social and recreational programs, promotions, terminations, layoffs, recalls, and retirement shall be made solely on the basis of merit and valid requirements and conducted in compliance with the Policy. All of Encore’s employees are treated equally with respect to compensation, opportunities for advancement, and other employment decisions regardless of Protected Status. Encore will analyze its personnel actions rigorously to ensure compliance with the Policy.

Encore has a Zero Tolerance Policy against harassment and/or discrimination. As such, employees are urged to immediately report to Encore any incident of harassment and/or discrimination and to follow the steps outlined in the Speak Up Policy. Any manager, supervisor, foreman, or superintendent who receives a report of harassment and/or discrimination or otherwise suspects harassment and/or discrimination has occurred, must immediately report it to Encore’s Equal Employment (EEO) Officer. Employees who violate this Policy will be disciplined, up to and including termination, regardless of the employee’s position within the company. Employees and applicants who exercise any right protected by Section 503, VEVRAA, and their implementing regulations will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in those activities. Protected activities include filing a complaint and assisting or participating in an investigation, compliance and evaluation, hearing, or other activity related to the Section 503 and VEVRAA requirements. No employee will be subject to adverse consequences or retaliation because they made a good faith report of harassment and/or discrimination to the EEO Officer or filed a charge or complaint with an administrative agency.

Encore will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay to other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information (41 CFR 60-1.35(c)).

Encore’s EEO Officer is Molly Morzel, Human Resources Manager, and is located at Encore’s corporate headquarters at 7125 W. Jefferson Ave., Suite 400, Lakewood, CO 80235. Molly may be reached at molly.morzell@encoreelectric.com or 303-934-1234. Molly is responsible for compliance with state and federal EEO laws and affirmative action regulation. She is also responsible for implementing Encore’s Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. Our AAP for Veterans and the Disabled is available to you in her office during regular business hours or by appointment. Encore reviews its EEO Policy annually to ensure it is in compliance with all federal, state, and local laws, regulations, and ordinances. Additionally, Encore’s EEO Policy is available for review on

the Intranet or on any company bulletin board including all project sites where a board is allowed, or at the Lakewood headquarters. If you believe you have not been treated in accordance with this policy, please contact Molly. All employees and applicants for employment are protected by both company policy and equal employment/affirmative action regulations and law from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Encore's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

A handwritten signature in blue ink, appearing to read 'Willis T. Wiedel', is written over a horizontal line. The signature is stylized and cursive.

Willis T. Wiedel, President