



Encore Electric, Inc.
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Equal Employment Opportunity Policy Statement 2026

Encore Electric, Inc. (hereinafter referred to as "Encore" or the "Company") is committed to Equal Employment Opportunity (EEO). It is Encore's vision to be a thriving, positive environment where employees are proud to work and all are treated with respect. Encore makes the effort to attract, retain, and promote talented people from a broad variety of backgrounds.

Encore will ensure a work environment that is free from bias and encourages each person to contribute to the success of the Company. Encore's goal is to have a workplace where each individual is valued for their unique contributions and can excel regardless of race, creed, color, religion, sex (including pregnancy), sexual orientation, gender identity or expression, marital status, national origin, ancestry, age, disability, veteran status, or any other protected category under applicable federal, state, or local laws.

It is Encore's employment policy and practice to make decisions with respect to recruiting, hiring, compensation, opportunities for advancement including upgrading, promotion, and transfer, and all other terms and conditions of employment without regard to race, creed, color, religion, sex (including pregnancy), sexual orientation, gender identity or expression, marital status, national origin, ancestry, age, disability, veteran status, or any other protected category under applicable federal, state, or local laws.

Encore recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, implement this Contractor Compliance Program ("Program") as required by law and make known that equal opportunities are available within the Company on the basis of individual merit. Encore will solicit and encourage all persons to seek opportunities within the Company and to pursue advancement possibilities. Encore expects every team member to adhere to both the letter and the spirit of the law, and to fully support a discrimination-free work environment.

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 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.morzel@encoreelectric.com or 303-934-1234. Molly is responsible for compliance with state and

federal EEO laws and regulation. She is also responsible for implementing Encore's Contractor Compliance Program, 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 Vault 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 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 employment. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

[41 CFR 60-300.43; 41 CFR 60-300.44(a); 41 CFR 60-741.43; 41 CFR 60-741.44(a)]



Andy Gordon, President