

CH2MHILL • BWXT West Valley, LLC

West Valley Demonstration Project

CH2M HILL BWXT West Valley, LLC EQUAL EMPLOYMENT OPPORTUNITY and AFFIRMATIVE ACTION POLICY STATEMENT

TO: All Employees and Applicants
FROM: Jeffrey D. Bradford, President and General Manager
DATE: December 1, 2016

As the CH2M HILL BWXT West Valley, LLC (CHBWV) President and General Manager, I have established the firm's policy on equal opportunity/affirmative action as follows:

Nondiscrimination

It is the ongoing policy and practice of CHBWV to provide equal opportunity in employment to all employees and job applicants and to make employment related decisions based upon qualifications and abilities without regard to (1) race, (2) color, (3) religion, (4) sex, (5) national origin, (6) disability, (7) veteran status, (8) creed, (9) age 40 and over, (10) sexual orientation, (11) citizenship, (12) military or veteran status, (13) domestic violence victim status, (14) marital status, (15) genetic information, (16) gender identity or any other characteristic protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. CHBWV is committed to providing a work environment free from discrimination and harassment based upon any of these protected differences or any other basis prohibited by applicable federal or state law. CHBWV will analyze its personnel actions rigorously to ensure compliance with this policy.

CHBWV 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 of 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.

Valuing Diversity

In all respects, CHBWV is committed to valuing diversity. Embracing differences secures dignity and worth to each of our employees and promotes an environment in which all employees are free to realize their full work potential and meaningfully contribute to the fulfillment of CHBWV's goals.

Affirmative Action

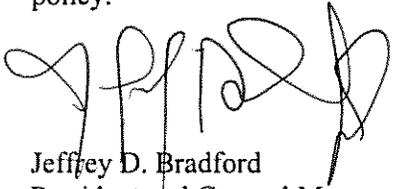
Furthermore, CHBWV shall affirmatively seek out qualified minorities, women, disabled individuals, disabled veterans and other covered veterans for hire and promotion as opportunities arise. CHBWV is firmly committed to the advancement of women and minorities to all levels of management and decision making positions.

Responsibility

Every manager and every employee shall be responsible for conducting themselves in accordance with these commitments and principles and doing so both inside and outside the company in all their dealings, whether with applicants, promotional candidates, fellow employees, clients, vendors, or others with whom the company interacts or conducts business. I have delegated specific responsibility of the Affirmative Action Plan to Ms. Toni Sawyer, Human Resource Manager and EEO Coordinator, who is located at CHBWV, 10282 Rock Springs Road, West Valley, NY and may be reached at 716-942-4949. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing CHBWV's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting.

If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator. Our AAP for Veterans and Individuals with Disabilities is available to you in her office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from retaliation, 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 CHBWV'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.



Jeffrey D. Bradford
President and General Manager