



MIRON CONSTRUCTION CO., INC.

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Diversity & Inclusion Commitment – Miron Construction Co., Inc. – 2020

Miron Construction Co., Inc. recognizes our organization must make considerable strides toward the more equitable inclusion of women; black, indigenous, and people of color; LGBTQA+ individuals; people with disabilities; veterans; and other demographic groups.

We are committed to being transparent in our efforts to do better. In a conscious effort to create lasting, impactful change, we have implemented strategies to move us toward a more diverse workplace.

Right now, we are working diligently in the following areas:

1. Partnering with **Abaxent, LLC**, a company that focuses on workforce diversity and inclusion strategies and challenges us to do the same.
2. Humbly examining our recruitment efforts and seeking counsel from diversity-focused workforce organizations, namely **Urban League of Greater Madison, Latino Academy of Workforce Development, Forward Service Corporation**, and **WRTP/Big Step** to build a better, more equitable and stronger workforce.
3. Committing to implement these strategies and tactics by engaging Miron's Employee Network Groups, incorporating Miron Volunteer Program opportunities, learning from external diversity experts, and taking other steps of progress that will embed accountability for diversity throughout our organization. We understand it will take individual and group efforts to realize meaningful change.

Moving ahead in 2020 and in years to come, Miron Construction Co., Inc. looks forward to growing our efforts to promote diversity, equity, and inclusion. We pledge to live out our Corporate Drivers of Communities and Relationships to attain this effective change within our organization.

Sincerely,

David G. Voss, Jr.
President & CEO

Tim Kippenhan
Vice President & COO