



MIRON CONSTRUCTION CO., INC.

1471 McMahan Drive, Neenah, WI 54956-6305
P.O. Box 509, Neenah, WI 54957-0509

PH 920.969.7000 FX CALL FOR DEPT FAX

MIRON-CONSTRUCTION.COM

Diversity, Equity and Inclusion Commitment – Miron Construction Co., Inc.

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. 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.
2. 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.

Miron Construction Co., Inc. looks forward to growing our efforts to promote diversity, equity, and inclusion. We pledge to live out our core values to attain this effective change within our organization.

Sincerely,

David G. Voss, Jr.
President & CEO

Tim Kippenhan
Vice President & COO

David Voss III
EVP, Field Operations

Dan Voss
EVP, Industrial Operations