



MIRON CONSTRUCTION CO., INC.

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MIRON-CONSTRUCTION.COM

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

Miron Construction Co., Inc. continuously advances toward the more equitable inclusion of *all people*. We know that diversity drives innovation; we are dedicated to building a team with a variety of backgrounds, skills, and views, and cultivating a workplace that's the right fit for every person inside of it. Our commitment to inclusion across race, gender, age, religion, identity, ability, and experience drives us forward together every day. While we'll always have more work to do in this space, we're invested in and committed to being transparent in our purposeful evolution, continuous learning, and intentional ideation.

In a conscious effort to create lasting, impactful change, we have executed on various strategies to move us toward a more diverse workplace, which includes but is not limited to:

- Actively recruiting from diverse populations while guided by 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.
- Engaging Miron's Employee Network Groups, incorporating Miron Volunteer Program opportunities, learning from external diversity experts, participating in meaningful allyship work, and taking other steps of progress that will embed accountability for diversity, equity, and inclusion throughout our organization. It takes individual and group efforts to realize and sustain meaningful change.

Our team actively lives out our core values so that inclusiveness is a reflex, not an initiative. We learn from each experience, challenge historic thinking, continually seek a better way, and expand our capabilities. We speak up, listen up, and recognize it to strengthen our team and hold one another accountable. We pledge to represent the best of Miron and the best of ourselves wherever we go.

David G. Voss, Jr.
President & CEO

Tim Kippenhan
Vice President & COO

David Voss III
EVP, Field Operations

Dan Voss
EVP, Industrial Operations



STAY GROUNDED | THINK BIG | RALLY TOGETHER | DIG DEEP | BUILD LEGACIES