



TO: All Employees/Applicants
FROM: Chief Executive Officer/President

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AFFIRMATIVE ACTION POLICY

Bollinger Shipyards, LLC and all of its subsidiaries and affiliates (hereinafter collectively referred to as "the Company") is an equal opportunity employer and maintains a continuing policy of non-discrimination in employment. The Company complies with all applicable federal, state and local laws and regulations prohibiting discrimination based upon race, color, sex, gender identity, age, sexual orientation, religious practices and observances, national origin, pregnancy, childbirth, or related medical conditions, status as a protected veteran or spouse/family member of a protected veteran or disability. This policy of non-discrimination shall include, but not be limited to, the following employment decisions and practices: recruiting, hiring, promotions, demotions or transfers, layoffs, recalls, terminations, rates of pay or other forms of compensation, selection for training including apprenticeship, and recruitment or recruitment advertising. The Company's EEO Policy and Affirmative Action Programs have the full support of top managers.

The Company will provide reasonable accommodations to any employee with a known disability who is otherwise qualified to perform the essential functions of the job. An employee who believes that he or she requires a reasonable accommodation because of a disability must notify Jerome Eymard, Director of Human Resources of the issue so that an interactive dialogue can begin on the subject of a proposed accommodation.

Any employee whose religious beliefs or practices conflict with his or her job schedule, with the Company's policy or practice on dress and appearance, or with other aspects of employment, and who seeks a religious accommodation must notify Jerome Eymard, Director of Human Resources, of the conflict and the employee's proposed accommodation. The Company respects the religious beliefs and practices of all its employees and the Company will attempt to provide reasonable accommodations to such beliefs and practices.

Employees will not be subjected to discrimination, unlawful retaliation or harassment because they have requested an accommodation due to a disability or religious belief or practice.

Employees and applicants of the Company will not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation.

ISO 9001 • CERTIFIED

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If you believe that you have been discriminated against in any manner as described above, you should notify Jerome Eymard, Director of Human Resources at the Lockport office (985-532-2554, ext. 5504 or E-mail jeromee@bollingershipyards.com), who will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated and appropriate corrective action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

As a federal contractor and required by law the company also maintains affirmative action programs to implement our equal employment opportunity policy for disabled individuals and protected veterans. Employees or applicants who wish to review those portions of the Company's affirmative action program for disabled individuals and protected veterans that are within the scope of the governing regulations may schedule an appointment to do so by contacting the Human Resource department Monday – Friday during normal working hours.



Benjamin G. Bordelon
Chief Executive Officer/President