



EQUAL EMPLOYMENT OPPORTUNITY
AND
AFFIRMATIVE ACTION PROGRAM

It is the policy of Lyon Shipyard, Inc. to afford equal opportunity for employment to all individuals regardless of their race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or any other characteristic protected by federal, state, or local laws. As a Government contractor, *Lyon Shipyard* sets forth this Annual Notice reaffirming its longstanding commitment to equal employment opportunity, affirmative action, and nondiscrimination for all employees and applicants;

Recognizing the value of diversity and full inclusion of its human resources, Lyon Shipyard extends equal opportunity for employment to all individuals, regardless of race, age, color, creed, religion, national origin or ancestry, sex, disability, veteran status or military service, pregnancy, genetic information or atypical hereditary cellular or blood trait, gender identity or expression, marital, civil union or domestic partnership status, affectional or sexual orientation, or any other legally protected status. The Company has developed and instituted policies, procedures, and practices to ensure a harassment and retaliation-free environment and non-discrimination in recruitment, hiring, placement, compensation, benefits, promotion or demotion, transfer, layoff, return from layoff, discipline, termination, and company sponsored training, and reasonable accommodations for disability or religion. It is company policy to protect employees and applicants from discharge or other discrimination if they inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants.

Additionally, to carry out this commitment to our Equal Employment Opportunity/Affirmative Action Plan, we have designated our Vice President HR, Nikole Dunkley, as our EEO/AAP Officer, who will have the responsibility to develop and thereafter maintain the necessary programs, records, and reports to comply with all government regulations and with the goals and objectives of our EEO/AAP Program.

The successful implementation of a nondiscriminatory employment program requires maximum cooperation between management and employees. Therefore, since equal employment opportunity is not only the law, but is also good business sense, it is expected that each employee will fully support this program.

Sincerely,

Lyon Shipyard, Inc.

A handwritten signature in black ink, appearing to read "George C. Lyon, Jr.", written over a horizontal line.

George C. Lyon, Jr.
Owner/ President