



SUBJECT: Equal Employment Opportunity/Affirmative Action Program

APPLIES TO: Continental Maritime of San Diego, LLC.

DATE: February 1, 2021

Statement of Policy

It is the policy of Continental Maritime of San Diego to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation. All employment decisions are based only on valid job requirements. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all Continental Maritime of San Diego -sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by Continental Maritime of San Diego where appropriate.

As part of Continental Maritime of San Diego's equal employment opportunity policy, Continental Maritime of San Diego will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, protected veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. The CMSD President, Carlos Aguayo, fully supports Continental Maritime of San Diego's equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

Continental Maritime of San Diego will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Continental Maritime of San Diego's legal duty to furnish information. 41 CFR 60-1.35(c).

The above-mentioned policies shall be brought to the attention of supervisors. It is the responsibility of each supervisor of Continental Maritime of San Diego to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Danielle Frazier, Human Resources Manager, is assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide the affirmative action program throughout Continental Maritime of San Diego. Danielle Frazier, Human Resources Manager, will have responsibility to review and update Continental Maritime of San Diego's affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining Continental Maritime of San Diego's policy will remain posted.

The Affirmative Action Program is available for review in Human Resources upon request during regular business hours.

V/R

A handwritten signature in black ink, appearing to be 'CA', with a horizontal line extending to the right.

Carlos Aguayo
President
Continental Maritime of San Diego, LLC.