



## 2026 Supplemental EEO/AA Poster Company EEO Policy Statement

It is the policy of C-Squared Constructors, LLC. (CSC) to assure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, creed, national origin, sex, age, sexual orientation, gender identity, ancestry, place of birth, genetic predisposition or carrier status, marital status, military status, veteran status, domestic violence victim status, physical or mental condition or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training; including apprenticeship, pre-apprenticeship, and/or on-the-job training.

### Notice encouraging employees to refer minority and female applicants for employment

We encourage the assistance of all employees in referring minority and female applicants for employment. If you know a minority and/or female who is seeking employment, please refer them to **Suzanne Olden at 518-664-9855**.

### Notice informing employees of available training program and entrance requirements

We are participating in an On-the-Job Training Program for the Heavy-Highway Construction Industry. If you are interested in developing a skill in a craft, please contact **Suzanne Olden at 518-664-9855**. She will explain the program to you in detail. The only requirement is that you have the desire and ability to develop a skill in the craft in which you are interested.

### Complaint Procedures

Any complaint of alleged discrimination by this company, its supervisors, or employees, or any person or organization acting on behalf of the company, should immediately be called to the attention of the company Equal Employment Opportunity Officer by reporting to:

- An immediate supervisor;
- The EEO Officer; or
- Any Company Vice-President.

### Notice identifying company EEO Officer by name and contact information:

#### C-Squared Constructors, LLC. EEO Officer:

Suzanne Olden  
269 Ballard Road, Wilton, NY 12831  
(518) 664-9855

### D.A. Collins Companies Corporate EEO Officer:

Karen D'Andrea, Esq.  
269 Ballard Road, Wilton NY 12831  
(518) 664-9855

### Work Environmental Statement

It is the policy of this company to ensure and maintain a working environment free of harassment, sexual harassment, intimidation, and coercion at all sites, and in all facilities at which our employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your supervisor or the company EEO Officer.

### Certification of Non-segregated Facilities

C-Squared Constructors, LLC. certifies that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy of the sexes.

### Notice to unions disseminating EEO commitments and responsibilities and requesting their cooperation

C-Squared Constructors, LLC. will continue to make the company EEO policy known to the employment entities with whom we deal and in our employment opportunity announcements that employees and applicants for employment will be hired; upgraded, promoted or advanced, demoted; transferred; recruited; laid-off or terminated; compensated; and trained without regard to their race, color, religion, creed, national origin, sex, age, sexual orientation, gender identity, ancestry, place of birth, genetic predisposition or carrier status, marital status, military status, veteran status, domestic violence victim status, physical or mental condition or disability. We will request the cooperation of the entities with whom we deal to assist our company in meeting its EEO obligations. It is also the policy of this company to provide reasonable accommodations for qualified disabled individuals.

CSC's Equal Employment Opportunity and Anti-Harassment Policies were supplied at time of hire, as well as to all employees, annually. A copy is located in the job site trailer and/or bulletin board. Upon request, another copy will be provided.