



19612 S.W. 69 Place  
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Office (954) 680-6100

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**ALL EMPLOYEES AND APPLICANTS FOR EMPLOYMENT**

**REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT**

Bergeron Land Development, Inc. is reaffirming our policy of providing equal employment opportunity / affirmative action to all employees and applicants for employment.

All personnel actions will continue to be administered without regard to race, color, gender, religion, national origin or citizenship status, age, disability, status as qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans, per applicable law.

We will continue implementation of the following practices: 1. Qualified applicants will be recruited and hired without regard to race, color, gender, religion, national origin or citizenship status, age, disability, status as qualified disabled veterans, as well as, all other protected classifications. 2. All personnel actions will be administered according to our Equal Employment Opportunity / Affirmative Action policy, including but not limited to, employment, upgrading, demotion, transfer, layoff, termination, rates of pay, selection for training, part time employment, including social and recreational programs. 3. All personnel practices and policies will continue to be reviewed on a regular basis to ensure that they satisfy our Equal Employment Opportunity / Affirmative Action responsibilities. We maintain and update annually written affirmative action programs for minorities and women, disabled individuals, and qualified veteran categories. In addition, it will continue to be our policy to employ and advance in employment qualified individuals, including all protected classes as set forth herein.

In addition, employees and applicants for employment will not be subject to harassment, intimidation, threats, coercion or prohibited employment discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint. (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity.

If you believe that you have received treatment contrary to this policy, immediately notify any Bergeron supervisor, manager, or to the following individual at the corporate offices at 19612 SW 69 Place, Ft. Lauderdale, Florida 33332:

NAME: Martha A. Perez  
TITLE: Human Resources/Loss Control Director  
TEL: 954-680-6100

A handwritten signature in blue ink, appearing to be "B. Thomason", is written over a horizontal line. The signature is stylized and somewhat abstract.

Brian Thomason, VP of Operations