



Engineering a Sustainable Future

Annual EEO/AA Policy Statement

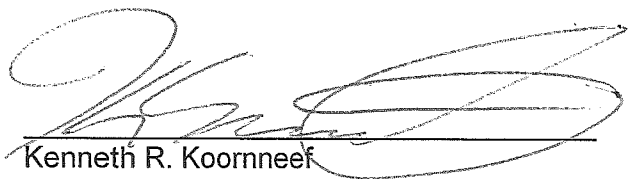
As Nobis Engineering, Inc.'s President, I want to take this opportunity to reaffirm our policy of nondiscrimination and share with you my position on Nobis Engineering, Inc.'s equal employment opportunity and affirmative action program.

It is our corporate policy to take positive actions to ensure equal opportunity in the conduct of all business activities, without regard to the age, race, color, religion, national origin, sex, mental or physical disability, and marital status, citizenship status, and veteran status, sexual preference of an individual or any other illegal consideration. These activities include recruitment, hiring, promotion, assignment, training, benefits, compensation, termination, client/vendor relations, community relations, use of facilities and participation in employee activities.

It is also our policy to actively oppose sexual harassment of or by and Nobis Engineering, Inc. employee. Remarks of a sexual nature, or even suggestive posters, create a hostile and unproductive work environment and will not be tolerated. Managers and supervisors are to ensure that this policy continues to be followed in their areas of responsibility.

The overall responsibility for implementation of this program rests with the EEO/AA Officer, Vicki Leduc, and I have requested that she keep me informed of our progress in this area. If any individual has a question regarding possible discrimination or wishes to file a complaint, he or she is invited to contact Ms. Leduc in our corporate office. Employees may also speak to any appropriate member of Nobis Engineering, Inc. management.

Each of us has a responsibility for implementing our corporate policy and demonstrating our commitment to being an equal opportunity employer. I solicit the support and cooperation of all Nobis Engineering, Inc. employees in meeting these objectives.


Kenneth R. Koornneef
President

June 20, 2013
Date