



NANA WorleyParsons

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

Equal Opportunity Policy

NANA WorleyParsons has a policy of providing equal opportunity to its staff and applicants for employment without regard to race, color, religion, national origin, sexual orientation, parental or marital status, disability, veteran status, sex, or age, except as provided by Public Law 100-241 (amendments to ANCSA allowing Native corporations to practice preferential shareholder hire under certain conditions. It is the policy of the Company to insure that all personnel actions including, but not limited to, compensation, benefits, transfers, layoff, return from layoff and sponsored training are administered in a nondiscriminatory manner (within the provisions of Public Law 100-241).

Affirmative Action Plan

Through its Affirmative Action Plan, NANA WorleyParsons affirms its commitment to the principles of affirmative action, non-discrimination, and equal employment opportunity. Described in the plan are specific and result-oriented measures designed to enhance the inclusion and representation of minorities and women. It is tailored to promote the full utilization of protected groups at all levels and in all segments of its work force where deficiencies exist. It offers means for rectifying patterns of under-representation. The Company's Affirmative Action Plan focuses on strategies and initiatives undertaken to achieve a more diversified workforce. The Plan communicates the importance and significance of this agenda and is available for review at any time, by any employee of the Company from the office of the Equal Employment Opportunity Coordinator, Wendy Osen, Human Resources Manager.

Non-Discrimination

NANA WorleyParsons expressly prohibits any form of unlawful employee discrimination or harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability of NANA WorleyParsons staff to perform their expected job duties is absolutely not tolerated. Each member of management is responsible for creating an atmosphere free of discrimination. Further, staff is responsible for respecting the rights of their coworkers.

If you experience any job-related discrimination or harassment based on your race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as a Vietnam-era or special disabled veteran, or if you believe you have been treated in an unlawful, discriminatory manner or have been unlawfully harassed, promptly report the incident to your supervisor. If you believe it would be inappropriate to discuss the matter with your supervisor, report it directly to Human Resources or a member of Senior Management. Once made aware of your complaint, NANA WorleyParsons is committed to commence an immediate, thorough investigation of the allegations. Your complaint will be kept confidential to the maximum extent possible, while conducting a full and fair investigation.



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If, at the completion of the investigation, NANA WorleyParsons determines that an employee is guilty of discriminatory or harassing behavior, appropriate disciplinary action will be taken against the offending employee.

NANA WorleyParsons prohibits any form of retaliation against any employee for filing in good faith complaint under this policy or for assisting in the complaint investigation. However, if, after investigating any complaint of unlawful discrimination, NANA WorleyParsons determines that an employee intentionally provided false information regarding the complaint, disciplinary action may be taken against the one who gave the false information.

Allan Dolynny
Allan M. Dolynny
President & General Manager

Apr-07
Date

Wendy Osen
Wendy Osen
EEO Coordinator
Human Resources Manager

3-13-09
Date