



## EEO Policy Statement

TO: All Employees and Applicants  
FROM: Marco Capitelli  
DATE: January 2025

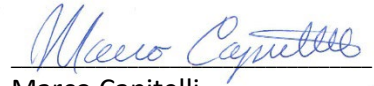
It is the ongoing policy and practice of MTech Mechanical to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment on the basis of age 40 and over, race, sex, sexual orientation, gender identity, gender expression, color, religion, creed, national origin, ancestry, disability, military or veteran status, genetic information, marital status, or any other status protected by applicable state or local law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. MTech Mechanical is committed to making employment decisions based on valid requirements, and not on the basis of age 40 and over, race, sex, sexual orientation, gender identity, gender expression, color, religion, creed, national origin, ancestry, disability, military or veteran status, genetic information, marital status, or any other status protected by applicable state or local law.

MTech Mechanical 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 the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

MTech Mechanical EEO coordinator is Lisa Murphy, HR Manager, at the MTech Mechanical facility located at 12300 Pecos Street, Westminster, Colorado 80234. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing the MTech Mechanical Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer. Our AAP for Veterans and the Disabled is available to you in her office during regular office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects MTech Mechanical's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy

A handwritten signature in blue ink, reading "Marco Capitelli", written over a horizontal line.

Marco Capitelli  
President MTech Mechanical