

EQUAL EMPLOYMENT OPPORTUNITY

Turner has long recognized its responsibility to extend Equal Employment Opportunity to all individuals. The Company's Affirmative Action Program supports this policy with positive procedures and objectives to ensure fair employment practices.

The Turner Corporation and its subsidiaries continue to demonstrate and administer strong diversity and affirmative action efforts throughout the entire organization. Our long-term commitment to provide equal employment opportunity to all persons based on qualifications and merit, without regard to race, sex, gender identity, sexual orientation, pregnancy, childbirth and other pregnancy-related conditions, color, national origin, ancestry, age, creed, religion, citizenship, marital status (including registered domestic partners), parental status, disabilities, genetic information, status as a Vietnam-era special disabled veteran or other covered veteran, or any other protected characteristic or status has not and will not waver. Equal treatment with regard to training, recruitment, promotions, benefits, compensation and all other employment-related factors is included in this Company-wide policy.

All employees are expected to adhere to this Equal Employment Opportunity Policy. Turner employees must comply with all federal, state, and local laws prohibiting discrimination in employment, including discrimination based on race, sex, gender identity, sexual orientation, pregnancy, childbirth and other pregnancy-related conditions, color, national origin, ancestry, age, creed, religion, citizenship, marital status (including registered domestic partners), parental status, disabilities, genetic information, status as a Vietnam-era special disabled veteran or other covered veteran, and any other protected characteristic or status. The Company expects the organizations with which it does business to share this commitment.

Both Company policy and governmental regulations forbid discrimination in recruiting, hiring, training, promotion, and all other terms and conditions of employment. Only the merit of the individual measured against objective job requirements shall be considered.

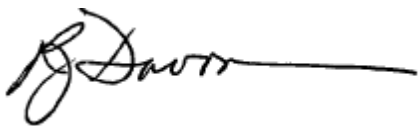
Any employee or applicant for employment who feels that he or she has been the victim of discrimination should contact their Operations Manager or Department Head; local Human Resources Director or Manager; or the Vice President of Employee Relations.

The Company forbids retaliation against any individual who files a charge of discrimination, reports harassment, or who assists, testifies, or participates in an equal employment proceeding.

The utilization of minority and women-owned business enterprises throughout the Company will continue to have high priority within our affirmative action programs. The Company is committed to the utilization of minority and women-owned business enterprises to the fullest extent possible and feasible in all geographical locations. Our purchasing efforts must be responsive to this commitment.

Turner recognizes that progress in diversity and affirmative action efforts requires more than policy statements alone. The Company, therefore, will make every effort to implement the letter and spirit of the law. To further the principle of equal employment opportunity for all, Turner has developed affirmative action plans for minorities, women, individuals with disabilities, and Vietnam-era, special disabled or other covered veterans. These plans, or relevant portions of them, are available for your inspection upon request. Please ask your local HR department for information regarding these plans.

A copy of this EEO policy and the local EEO policy (where applicable) will be prominently posted at Turner facilities as required. Any applicant or employee may request assistance in reading or otherwise obtaining the information included in this policy.



Peter J. Davoren
President & CEO