

Equal Employment Opportunity Statement

Northwest Pipe Company is an equal opportunity employer. As such, the Company considers individuals for employment according to their abilities and performance. Employment decisions are made without regard to race, age, religion, color, creed, ancestry, national origin, citizenship, physical or mental disability, marital status, veteran status, gender/sex (including pregnancy, childbirth, and pregnancy-related conditions), sexual orientation, sexual preference, gender identity or gender expression (including transgender status), genetic information, or any other classification protected by law.

The Company employs affirmative personnel measures to ensure the achievement of equal employment opportunities in all aspects of employment and the work environment. These policies of nondiscrimination will prevail throughout every aspect of the employment relationship, including, but not limited to, recruitment, selection, compensation, promotion, demotion, transfer, leave of absence, layoff, recall from layoff, termination, selection for training and dispute resolution.

In keeping with our equal employment and affirmative action philosophy and applicable laws, our advertising and recruiting materials will contain a statement or statements to encourage all qualified applicants to apply.

Northwest Pipe Company will endeavor to make a reasonable accommodation of an otherwise qualified applicant or employee related to an individual's physical or mental disability, sincerely held religious beliefs and practices, and/or any other reason required by applicable law unless doing so would impose an undue hardship upon the Company's business operations.

Our policy as an equal opportunity employer is to consider individuals for employment without regard to their citizenship, ethnic background, or place of national origin. However, in conformity with the Immigration Reform and Control Act of 1986, our policy is to hire only those who are eligible to work in the United States. Verification documentation is required of all new hires.

The Vice President of Human Resources and their designee(s) are responsible for leading Northwest Pipe Company's affirmative action efforts, and ensuring that the principle of equal employment opportunity is understood and followed. The Human Resources representatives for each Northwest Pipe facility is responsible for local affirmative action efforts. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith.

Northwest Pipe Company maintains Affirmative Action Plans for women and minorities, individuals with disabilities, and protected veterans. Affirmative Action Plans may be reviewed by applicants and employees on-site during normal business hours by contacting the local Human Resources representative.