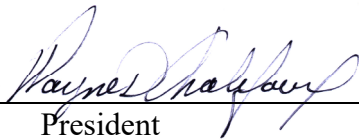


**DRMP, INC.
NON-DISCRIMINATION POLICY STATEMENT
POLICY NO. 021 (1 SHEETS)**

Approved: 
President

Date: February 20, 2017

It is the policy of DRMP, Inc. to comply with the regulations of Title VI of the Civil Rights Act of 1964, as amended and other nondiscrimination laws and authorities, that include regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (DOT) Title 49, Code of Federal Regulations (CFR) and the Federal Highway Administration's Title 23 Code of Federal Regulations 200. DRMP does not discriminate against any person on the basis of race, religion, sex, age, family or marital status, sexual orientation, national origin, disability, veteran status, or any other legally protected status.

DRMP will not discriminate on the grounds of any legally protected status in the selection and retention of sub consultants, including procurements of materials and leases of equipment. DRMP will not participate either directly or indirectly in the discrimination prohibited by 49 CFR , Part 21.5.

In all solicitations, either by competitive bidding or negotiation made by DRMP for work to be performed under a subcontract, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of the contractor's obligations under the contract and the Regulations relative to nondiscrimination on the grounds of any legally protected status. DRMP will include the necessary provisions in every subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

DRMP ensures nondiscrimination and equal employment opportunity in all programs and activities in accordance with Title VI of the Civil Rights Act of 1964. If you need more information or reasonable accommodations for persons with disabilities or limited English proficiency, contact the Human Resources Department at Humanresources@drmp.com.