



July 27, 2017

Dear Employees:

At Fluor Federal Petroleum Operations, diversity permeates every aspect of our business. Diversity of thought and culture is vital to creativity and productivity.

Diversity is about understanding and cultivating value from the richness of perspectives, experiences, and styles that allow people to deliver superior solutions.

We are proud of our employees and are committed to ensuring that the inherent differences among us are treated with respect and appreciation. We value the individuality of all employees and hold one another accountable to this commitment.

Our continued success depends on our principle of providing equal employment opportunities for all employees and applicants based on training, performance, experience, and overall qualifications. It is the policy of Fluor Federal Petroleum Operations to recruit, hire, train, and promote in all job classifications without regard to race, color, age, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, genetic information, or any other criteria protected by federal, state or local law. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination of any kind.

Employees or applicants to whom a job offer has been made who are protected veterans and/or an individual with a disability are invited to identify themselves to the HR Representative. The information will be kept confidential and will be used only according to our obligations as an equal opportunity and affirmative action employer.

The Human Resources Department is responsible for the daily administration and monitoring of company policies affecting equal employment opportunity and the written Affirmative Action Plan. The Affirmative Action Plan for Protected Veterans and Individuals with Disabilities is available for employee review in local Human Resources offices. Questions regarding the information contained in this letter may be addressed to Todd Almquist, Director, Human Capital, at 850 South Clearview Pkwy., New Orleans LA, 70123.

Daniel M. Evans  
President and Chief Executive Officer