

EMPLOYMENT POLICY SUMMARIES



SUMMARY OF POLICIES – This document provides a summary of these employment policies:

- Equal Employment Opportunity (EEO) and Affirmative Action
- Non-Discrimination and Non-Harassment Policy
- Retaliation
- Americans with Disabilities Act

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

This statement sets forth the commitment by RailWorks Corporation and its subsidiaries to ensure equal employment opportunity for all applicants and employees, with respect to all terms and conditions of employment and a diverse workforce, where all applicants and employees are treated with dignity and respect.

This Policy prohibits employment decisions and practices based on an individual's race, color, religion, sex, age, national origin, citizenship, veteran status, mental or physical disability, genetic information, sexual orientation, gender identity, or any other legally protected characteristic. Employment decisions can include hiring, recall, job assignment, firing, layoff, compensation, benefits, promotion, transfer, upgrade, demotion, discipline, training selection, or other status or condition of employment. All employment decisions will be made on the basis of individual skills, knowledge, abilities, job performance and other appropriate qualifications.

NON-DISCRIMINATION AND NON-HARASSMENT POLICY

This Policy sets forth RailWorks Corporation's commitment to providing a work environment free of unlawful discrimination and harassment. In addition, this Policy outlines the reporting procedures to be followed in raising issues related to discrimination or harassment. This Policy also states that retaliation against any employee who reports workplace misconduct, raises a claim of discrimination or harassment, or who otherwise participates in an investigation of a report or complaint is prohibited and will result in disciplinary action, up to and including termination of employment.

RETALIATION

The purpose of this policy is to encourage reporting any suspected violations of company policies without fear of retaliation. RailWorks Corporation prohibits any form of retaliation or intimidation against employees who, in good faith, report workplace misconduct, raise a claim of discrimination or harassment or who otherwise participate in good faith in an investigation or other proceeding related to such a report, even if it is ultimately determined that there is no violation.

If an employee believes that he or she has been subjected to any action that violates this Policy, he or she should report any such conduct to his or her supervisor, the General Counsel, the Vice President of Human Resources or to the AlertLine at 1-888-673-1152.

AMERICANS WITH DISABILITIES ACT

This Policy is designed to provide information regarding the requirements under the Americans with Disabilities Act (ADA) and the various roles of applicants, employees, managers and the Human Resource Department in ensuring compliance with the ADA and the Reasonable Accommodation obligations.

It is RailWorks Corporation's policy to comply with the ADA and any applicable state or local laws regarding equal opportunity in employment and reasonable accommodations for qualified individuals with disabilities, including job applicants and current employees. RailWorks will make reasonable accommodations for the known disabilities of qualified applicants and employees, consistent with its legal obligation to do so.

Harry Glantz, Vice President, Human Resources, serves as RailWorks Corporation's Corporate EEO Officer to oversee the Company's EEO and Affirmative Action Policies and to address issues of discrimination, harassment and retaliation. He can be contacted at RailWorks Corporation, 5 Penn Plaza, 15th Floor, New York, NY 10001; 212-502-7900; hglantz@railworks.com