



Non-Discrimination Policy Statement

It is the policy of Q-Free Open Roads to comply with the regulations of Title VI of the Civil Rights Act of 1964, as amended and other non-discrimination laws and authorities, that include regulations relative to non-discrimination 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. Open Roads does not discriminate against any person on the basis of race, color, and national origin.

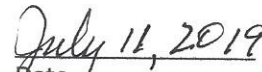
Q-Free Open Roads will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. Q-Free Open Roads will not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Part 21.5.

In all solicitations, either by competitive bidding or negotiation made by Q-Free Open Roads for work to be performed under a subcontract, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of their obligations under the contract and the Regulations relative to non-discrimination on the grounds of race, color, and national origin. The Q-Free Open Roads 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.

Q-Free Open Roads ensures non-discrimination 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 special assistance for persons with disabilities or limited English proficiency, contact Ann Mitcham at 757-546-3401. Persons with hearing and speech impairments can contact Q-Free Open Roads by using the Virginia Relay Service, a toll-free telecommunications device for the deaf (TDD). Call 711 for TTY/TDD.



Ann Mitcham
Director of Human Resources



Date