

EXHIBIT C
NOTICE TO ALL EMPLOYEES AND APPLICANTS

It is the policy of Walbridge

1. To recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, religion, age, status as an individual with a disability, military or protected veteran status, height, weight, familial status, or marital status, or any other protected condition or characteristic in conformity with all applicable federal, state and local laws and regulations and to preserve the confidentiality of record regarding arrest, detention, or other disposition in which a conviction does not result or any other status protected by applicable law.
2. Make employment and promotional decisions by utilizing reasonable standards based on the individual's qualifications as they relate to a particular job vacancy and to the furtherance of equal employment opportunity.
3. Ensure that all other personnel actions, such as compensation, benefits, transfers, reductions in force, return from layoffs, company-sponsored training, education, tuition assistance, and social and recreation programs will be administered without regard to race, color, national origin, sex, religion, age, status as an individual with a disability, military or protected veteran status, height, weight, familial status, or marital status, sexual orientation, gender identity, or any other protected condition or characteristic in conformity with all applicable federal, state and local laws and regulations to preserve the confidentiality of record regarding arrest, detention, or other disposition in which a conviction does not result or any other status protected by applicable law.

Chris Collins - Sr. HR Manager, is the designated EEO Coordinator at the company. The EEO Coordinator's responsibility is to implement and to monitor adherence to this policy. Employees should feel free to contact Chris Collins should they experience any problems.

Any employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the EEO Coordinator. Employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination because they: (1) file a complaint with Walbridge or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

The Affirmative Action Plan for Individuals with Disabilities and Protected Veterans is on file in the Human Resources Office and is available for employee and applicant review between 8:00 am and 5:00 pm Monday through Friday. Any employee or applicant who would like to review the Affirmative Action Plan for Individuals with Disabilities and Protected Veterans should contact Chris Collins, Sr. HR Manager, 313-442-1309.

Mike Haller, CEO, is committed to all of the objectives of equal employment opportunity and expects the cooperation and participation of all employees of the company in achieving these objectives.