



EOE, Diversity and Harassment Policy

Chamberlin is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, disability, age, sexual orientation, veteran status, or any other basis protected by applicable federal, state and local laws. The company maintains its nondiscriminatory policies in compliance with not only the letter but the spirit of these laws. Diversity and inclusion guide how we build our teams, cultivate leaders and create a company that's the right fit for every person inside of it. Our commitment to inclusion across race, gender, age, religion, identity, ethnicity and experience welcomes employees to be comfortable bringing their authentic selves to work. Upon hire, each employee will sign the acknowledgment page of this Employee Handbook to acknowledge all such policies including without limitation, the foregoing policy concerning equal opportunity rights.

All employees are expected and required to accomplish their work in a businesslike manner with concern for the well-being of their co-workers. Any harassment of employees or retaliation against employees complaining of harassment is prohibited, regardless of the working relationship at hand. Similarly, harassment of employees by customers, vendors or referral sources will not be tolerated. Harassment of a sexual, racial, ethnic, age, sexual orientation or religious nature, or any other factor prohibited by applicable law is specifically forbidden.

Any employee who feels that he or she is a victim of discrimination or harassment by any manager, management official, employee, customer, or client should bring the matter to the immediate attention of his or her manager. An employee who is uncomfortable for any reason with this process, or who is not satisfied that doing so will resolve or has resolved the matter, should report it to the next level of management, your local Human Resources Contact, the Vice President of Human Resources or another Vice President. Any questions about this policy, potential discrimination or harassment should also be brought to the attention of the same persons.

Anyone found to be engaging in any type of unlawful discrimination or harassment will be subject to appropriate disciplinary action, up to and including termination. In addition, the company expressly prohibits any form of retaliation against an individual for filing a bona fide complaint under this policy or for assisting with a compliant investigation.

ROOFING & SHEET METAL

- Modified Bitumen
- BUR
- EPDM
- TPO/PVC
- Metal

WATERPROOFING & CAULKING

- Joint Sealants
- Expansion Joints
- Membrane Waterproofing
- Elastomeric Coatings
- Water Repellents
- Water blasting
- Concrete/Masonry Repair
- Dampproofing
- Flashing
- Traffic Coatings

ROOF MAINTENANCE & LEAK REPAIR

- Building Surveys
- Leak Repair
- Roof Maintenance

Dallas
Houston
Austin
San Antonio
Oklahoma City