

BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM

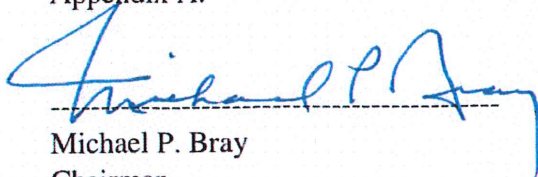
NOTICE TO ALL APPRENTICES:

THE BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM ("BNAP") AND THE AREA APPRENTICESHIP PROGRAMS WILL NOT TOLERATE DISCRIMINATION OR HARASSMENT OF ANY KIND.

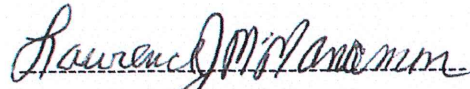
The Boilermakers National Joint Apprenticeship Board and the Area Apprenticeship Programs have a Discrimination & Harassment Policy ("Policy"). This Policy strictly prohibits discrimination or harassment of any kind and sets forth a complaint procedure for any apprentice who believes that he/she has been subjected to or witnessed discriminatory or harassing conduct. Each apprentice shall be provided a copy of the Policy upon beginning apprenticeship. It is the Area Coordinator or Director's responsibility to ensure that a copy of the Policy is made available to each apprentice, and a record of receipt and acknowledgment shall be maintained in offices of the Area Program. **The Area Coordinator or Director is responsible to see that all apprentices sign the "Acknowledgement and Agreement to Be Bound" on the last page of the Policy.**

This Policy shall be posted at the BNAP offices as well as the office of each Area Apprenticeship Program. A copy of the Policy shall also be posted at each training facility and classroom space operated or utilized by the BNAP and/or the Area Programs. To the extent the facility is owned by an entity other than the Area Apprenticeship Program, permission to post this policy shall be requested from the owner. Additional copies of the Policy are available upon request.

You are encouraged to review the Policy and submit any questions or suggestions you may have regarding it to any member of the Boilermakers National Joint Apprenticeship Board or the Area Apprenticeship Committees. You may also submit questions and suggestions to the National Coordinator or your Area Coordinator/Director. In addition to utilizing the complaint procedure set forth in the Policy, you also have the right to file a complaint of discrimination or harassment with the Equal Employment Opportunity Commission ("EEOC") and/or the Registration Agency with whom the apprenticeship program is registered. To obtain additional information about filing a complaint with the EEOC or Registration Agency, please see attached Appendix A.



Michael P. Bray
Chairman
Boilermakers National Joint
Apprenticeship Board



Lawrence J. McManamon
Secretary
Boilermakers National Joint
Apprenticeship Board

DISCRIMINATION & HARASSMENT POLICY

I. PURPOSE

This Policy has been adopted by the Boilermakers National Joint Apprenticeship Board and each of the Area Apprenticeship Programs Committees to:

- (1) define their policy regarding discrimination or harassment directed at, or engaged in by, any of their apprentices,
- (2) to prohibit such discrimination or harassment in all its forms, and
- (3) to provide a method of redress for apprentices who believe that they have been victimized by or witnessed such discrimination or harassment while apprenticing in the Boilermakers National Apprenticeship Program and/or any of the Area Apprenticeship Programs.

II. COVERAGE

This Policy applies to all apprentices. For the purposes of this Policy, apprentices shall include all pre-apprentices, apprentices, trainees, interns and helpers in BNAP and any of the Area Apprenticeship Programs.

III. DISCRIMINATION DEFINED

Discrimination is adverse treatment of any individual based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability with regard to: (1) Recruitment, outreach, and selection procedures; (2) Hiring and/or placement, upgrading, periodic advancement, promotion, demotion, transfer, layoff, termination, right of return from layoff, and rehiring; (3) Rotation among work processes; (4) Imposition of penalties or other disciplinary action; (5) Rates of pay or any other form of compensation and changes in compensation; (6) Conditions of work; (7) Hours of work and hours of training provided; (8) Job assignments; (9) Leaves of absence, sick leave, or any other leave; and (10) Any other benefit, term, condition, or privilege associated with apprenticeship.

Discrimination may involve, but is not limited to, one of the following: (1) Making decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, or individuals with disabilities, or based on myths or assumptions about an individual's genetic information, or (2) Denying opportunities to a person because of marriage to, or association with, an individual of a particular race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information or an individual with a disability.

IV. HARASSMENT DEFINED

Harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), the Americans with Disabilities Act of 1990, (ADA), the Pregnancy Discrimination Act, (PDA), the Genetic Information Nondiscrimination Act, (GINA) and the regulations promulgated thereunder.

Harassment is unwelcome conduct that is based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability. Harassment becomes unlawful where: (1) enduring the offensive conduct becomes a condition of continued participation in the apprenticeship program, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination or harassment charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

1. The harasser can be the victim's supervisor, a supervisor in another area, a fellow apprentice, a journeyworker, an agent of an employer, a co-worker, or a non-employee.
2. The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
3. Unlawful harassment may occur without economic injury to, or discharge of, the victim.

V. PROHIBITION OF DISCRIMINATION AND HARASSMENT

BNAP and the Area Apprenticeship Programs believe that discrimination and harassment are forms of misconduct that undermine the integrity of the apprenticeship and training relationship, debilitate morale and, therefore, interfere with effective apprenticeship and training. BNAP and the Area Apprenticeship Programs will not tolerate discrimination or harassment of any kind. BNAP and the Area Apprenticeship Programs will not tolerate any adverse treatment of its apprentices because they reported instances of discrimination or harassment or provided

information relating to an investigation into allegations of discrimination or harassment. It is the policy of the BNAP and the Area Apprenticeship Programs to prevent and promptly correct any instance of discrimination against, or harassment of or by its apprentices.

VI. COMPLAINT PROCEDURE

A. *Filing a Complaint*

BNAP and the Area Apprenticeship Programs cannot effectively prevent or remedy acts of discrimination or harassment without knowledge of its occurrence. Apprentices who believe they or another apprentice have been subjected to discrimination or harassment should immediately report such conduct through the Complaint Procedure described in Section V of this Policy. BNAP and the Area Apprenticeship Programs strongly encourage anyone who believes that they suffered or witnessed discrimination or harassment to report such discrimination or harassment *before* it becomes severe or pervasive.

Complaints of discrimination or harassment should be submitted in writing to one or more of the individuals identified in Appendix B who are responsible for overseeing BNAP and the Area Apprenticeship Programs' commitment to equal opportunity in apprenticeship. Such complaints may be hand-delivered to any of these individuals or mailed to their address in an envelope marked "Personal." The Coordinator or Director of each respective Area should ensure that any changes to the appointed individuals or contact information in Appendix B are communicated in a timely manner. Individuals who believe they have been subjected to or witnessed discrimination or harassment by the Chairman and/or Secretary of BNAP or an Area Program should submit their allegations in writing, in an envelope marked "Personal," to BNAP's legal counsel Jason McClitis or Michael J. Stapp (or BNAP's successor legal counsel) at the following address: Blake & Uhlig, P.A., 753 State Avenue, Ste. 475, Kansas City, KS 66101.

All such complaints should include the following information:

1. the identity of the complainant, including the complainant's name, address and telephone number or other means of contacting the complainant;
2. the identity of alleged offender(s);
3. the behavior that the apprentice believes constitutes discrimination or harassment, including the date(s), location(s), and the presence of any witnesses; and
4. any other information the complainant believes to be relevant or important.

In the event the alleged discrimination or harassment occurs during or in connection with employment with a signatory employer, all resulting claims of discrimination or harassment must be processed in compliance with the grievance/arbitration procedure as set forth in the applicable collective bargaining agreement (CBA). The complainant should contact his/her union steward or other union representative, if he/she needs assistance in filing a timely grievance. In the event

the complainant does not know who to contact, he or she may contact the Area Coordinator or Director identified in Appendix B who shall assist the complainant in determining the proper person to contact. Please note many CBAs may have a short period of time within which to file a grievance. The union responsible for processing grievances under the applicable CBA shall process such grievance in accordance with the CBA and in accordance with the union's duty of fair representation.

In addition to filing a grievance under the terms of the CBA, apprentices should report discrimination or harassment in connection with their employment with a signatory employer to BNAP and/or the Area Apprenticeship Program using the complaint procedure provided in Section V of this Policy. It is the policy of BNAP and the Area Apprenticeship Programs to undertake steps to address harassment or discriminatory actions taken by signatory employers when BNAP and the Area Apprenticeship Programs have knowledge of such actions. Such steps include entering into written agreements with the employer setting forth reasonable procedures to ensure that employment opportunity is being granted and terminating relationships with employers who fail to remedy acts of discrimination or harassment.

B. Investigation of the Complaint

Immediately upon receipt of the complaint of discrimination or harassment, the individual who receives the complaint shall contact and promptly forward a copy of the complaint to the BNAP Chairman and Secretary and, if applicable, the equivalent trustees of the Area Apprenticeship Program and the Area Coordinator(s) or Director. In cases involving alleged discrimination or harassment by the Chairman and/or Secretary of BNAP, BNAP's legal counsel will forward such complaints to the remaining members of the BNAP Board of Trustees who are not alleged to have involvement in the alleged discrimination or harassment.

An individual or a committee shall be appointed to conduct a prompt, thorough, and impartial investigation of the complaint and recommend remedial action, if warranted and available under the circumstances. In no event shall the appointed investigator(s) include the alleged offender(s), nor shall the appointed investigator(s) be related to the alleged offender(s) by blood or by marriage. The investigation will include, but will not necessarily be limited to, interviews with the complainant and/or victim(s), offender(s), and witnesses.

Upon completion of the investigation, the appointed investigator or investigatory committee shall submit its findings and recommended remedial action, if any, to BNAP and/or the applicable Area Apprenticeship Committee.

C. Determinations of Discrimination and/or Harassment and Corrective Action

BNAP and/or the Area Apprenticeship Committee shall review the investigation's findings and recommendations, and (with the aid of legal counsel, if necessary): (1) make a determination as to whether discrimination or harassment has occurred; and, if so, (2) take any

action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence. BNAP and/or the Area Apprenticeship Committee shall issue a written determination of its findings, which shall be mailed to the complainant's address.

If BNAP and/or the Area Apprenticeship Committee determine from the investigation that no discrimination or harassment has occurred, and/or that BNAP and/or the Area Apprenticeship Committee is not the appropriate entity to remedy the alleged discrimination or harassment, the results of the investigation will be reduced to writing and the complainant shall be so notified. The investigatory file shall be closed and no notation shall be made in the personnel files of either the complainant or the alleged offender.

Should BNAP and/or the Area Apprenticeship Committee determine from the investigation that discrimination or harassment has occurred, it shall, if appropriate under the circumstances, take any action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence, including actions that may differ from the investigation's recommendations. The complainant shall be informed of the determination and the remedial actions taken against the offender. Additionally, a notation regarding the discrimination or harassment and the remedial action taken shall be placed in the offender's file.

In the event an apprentice believes he/she has been subject to discrimination or harassment on a job site or in connection with employment by a signatory employer, he/she shall make his/her employer immediately aware and follow the employer's discrimination and harassment policy. He/she may also file a grievance in accordance with the applicable collective bargaining agreement in effect. Should BNAP or an Area Program determine that a signatory employer has not properly remedied or addressed acts of discrimination or harassment, it shall address such acts with the employer, and if continuing or otherwise unremedied, take steps to remove the employer from participating in the apprenticeship program.

D. Appeals

If a complainant or an alleged offender feels that BNAP's and/or the Area Apprenticeship Committee's determinations and/or corrective actions are incorrect, inappropriate, or otherwise not satisfactory or sufficient, he or she may appeal such determination and/or action at the next full meeting of the National Board and/or Area Apprenticeship Committee, by filing a written "Appeal" addressed to the National Board (753 State Ave., Ste. 754 Kansas City, KS 66101) and/or Area Committee, as appropriate. An "Appeal" must be received within 30 days of the written determination as set forth in Article V(c) of this Policy.

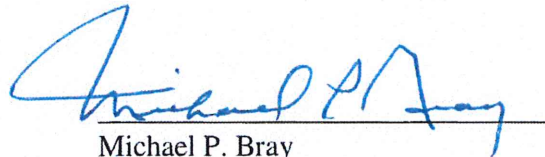
E. Confidentiality & Prohibition against Retaliation

All complaints and testimony provided by individuals during the course of an investigation into allegations of discrimination or harassment shall be kept as confidential as possible and shall be held in a file separate from other personnel and apprentice files.

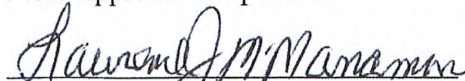
It should be noted, however, that the identity of the complainant is usually revealed to the alleged offender and witnesses during the course of an investigation into alleged discrimination or harassment. Nonetheless, retaliation against any apprentice for bringing a discrimination or harassment complaint or assisting in the investigation of such a complaint is strictly prohibited. Any apprentice who believes that they are a victim of or have knowledge of such retaliation should report such conduct through this Complaint Procedure. Such a complaint shall be investigated and addressed in the same manner as a discrimination or harassment complaint.

8/29/17
Dated

AUG 24 2017
Dated



Michael P. Bray
Chairman, Boilermakers National
Joint Apprenticeship Board



Lawrence J. McManamon
Secretary, Boilermakers National
Joint Apprenticeship Board

Acknowledgment and Agreement to Be Bound

I have read the attached "Notice to All Apprentices," the Discrimination & Harassment Policy, Appendix A and Appendix B. I agree to be bound by and comply with the terms of the Discrimination & Harassment Policy. I acknowledge that failure to abide by the Discrimination & Harassment Policy could result in discipline up to and including permanent expulsion from the Apprenticeship Program.

Print Name

Signature

Date

YOUR RIGHT TO EQUAL OPPORTUNITY

It is against the law for a sponsor of an apprenticeship program registered for Federal purposes to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex, sexual orientation, age (40 years or older), genetic information, or disability. The sponsor must ensure equal opportunity with regard to all terms, conditions, and privileges associated with apprenticeship. If you think that you have been subjected to discrimination, you may file a complaint within 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with the U.S. Department of Labor, Office of Apprenticeship or State Apprenticeship Agency: **Alabama:** Medical Forum Bldg., 950 22nd Street North, Room 648, Birmingham, AL 35203. Tel: (205) 731-1308. E-Mail: Dixon.Rowland@dol.gov. Attn: Rowland C. Dixon; **Alaska:** 605 W. 4th Avenue, Room G-30, Anchorage, AK 99501, Tel: (907) 271-5035. E-Mail: Hakala.John@dol.gov. Attn: John Hakala; **Arizona:** 1789 West Jefferson Street, P.O. Box 6123, Phoenix, AZ 85007. Tel: (602) 542-5641. E-Mail: WHiggins@AZDES.Gov. Attn: William (Willie) Higgins; **Arkansas:** 700 West Capitol Street, Room 3507, Little Rock, AR 72201-3204. Tel: (501) 324-5415. E-Mail: Price.Lester@dol.gov. Attn: Lester 'Lee' Price; **California:** 801 I Street, Room 202, Sacramento, CA 95814. Tel: (916) 414-2389. E-Mail: Davis.Richard@dol.gov. Attn: Rick Davis; **Colorado:** 721 19th Street, Room 465, Denver, CO 80202-2517. Tel: (303) 844-6362. E-Mail: McLain.Cynthia@dol.gov. Attn: Cynthia McLain; **Connecticut:** 200 Folly Brook Boulevard, Wethersfield, CT 06109-1114. Tel: (860) 263-6085. E-Mail: Todd.Berch@ct.gov. Attn: Todd Berch; **Delaware:** 4425 N. Market St., Wilmington, DE 19802. Tel: (302) 451-3423. E-Mail: Kevin.Calio@state.de.us. Attn: Kevin Calio; **District of Columbia:** 4058 Minnesota Avenue, NE, Suite 3900, Washington, DC 20019. Tel: (202) 698-5099. Email: Lewis.Brown@dc.gov. Attn: Lewis Brown; **Florida:** 325 W. Gaines Street, Room 754, Tallahassee, FL 32399. Tel: (850) 245-0454. E-Mail: Richard.Norman@fldoc.org. Attn: Richard "Ted" Norman; **Georgia:** 61 Forsyth Street SW, Room 6T80, Atlanta, GA 30303. Tel: (404) 302-5897. Attn: William Kraus; **Hawaii:** 830 Punchbowl Street - Room 329, Honolulu, HI 96813. Tel: (808) 586-8877. E-Mail: EYoung@dir.state.hi.us. Attn: Elaine Young; **Idaho:** 1387 S. Vinnell Way #110, Boise, ID 83706. Tel: (208) 321-2972. E-Mail: Kober.William@dol.gov. Attn: William Kober; **Illinois:** 230 South Dearborn Street, Rm. 656, Chicago, IL 60604. Tel: (312) 596-5500. E-Mail: Guido.Dean@dol.gov. Attn: Dean Guido; **Indiana:** Federal Building and U.S. Courthouse, 46 East Ohio Street, Room 511, Indianapolis, IN 46204. Tel: (317) 226-7001. E-Mail: Delgado.John@dol.gov. Attn: John Delgado; **Iowa:** 210 Walnut Street, Room 715, Des Moines, IA 50309. Tel: (515) 284-4690. Email: Sisson.Greer@dol.gov. Attn: Greer Sisson; **Kansas:** 1000 Southwest Jackson Street, Suite 100, Topeka, KS 66612-1354. Tel: (913) 577-5940. Email: TConey@kansasccommerce.com. Attn: Theo Coney; **Kentucky:** 1047 U.S. Highway 127 South, Suite 4, Frankfort, KY 40601. Tel: (502) 564-3070. E-Mail: Mike.Donta@ky.gov. Attn: Mike Donta; **Louisiana:** P.O. Box 94094, 1001 N.23rd, Baton Rouge, LA 70802-3338. Tel: (225) 342-7819. E-Mail: KMiller@lwc.la.gov. Attn: Karen Miller; **Maine:** 55 State House Station, Augusta, ME 04333-0055. Tel: (207) 623-7969. E-Mail: Joan.M.Dolan@maine.gov. Attn: Joan M. Dolan; **Maryland:** 1100 North Eutaw Street, Baltimore, MD 21201. Tel: (410) 767-3969. E-Mail: Christopher.Maclarion@maryland.gov. Attn: Christopher MacLarion; **Massachusetts:** P.O. Box 146759, 19 Staniford Street, Boston, MA 02114. Tel: (617) 626-5407. E-Mail: Henry.Mattuchio2@state.ma.us. Attn: Henry Mattuchio; **Michigan:** 315 W. Allegan, Room 209, Lansing, MI 48933. Tel: (517) 377-1747. E-Mail: Davis.Russell@dol.gov. Attn: Russell Davis; **Minnesota:** 443 Lafayette Road, St. Paul, MN 55155. Tel: (651) 284-5285. E-Mail: John.Aiken@state.mn.us. Attn: John Aiken; **Mississippi:** Federal Building, 100 West Capitol Street, Room 771, Jackson, MS 39269. Tel: (601) 965-4346. E-Mail: Westcott.Fred@dol.gov. Attn: Woodrow Middleton; **Missouri:** Robert A. Young Federal Building, 1222 Spruce Street, Room 9.102E, St. Louis, MO 63103. Tel: (314) 539-2519. E-Mail: Perry.Neil@dol.gov. Attn: Neil Perry; **Montana:** P.O. Box 1728, Helena, MT 59624-1728. Tel: (406) 444-3556. E-Mail: DHolzer@mt.gov. Attn: Darrell Holzer; **Nebraska:** 222 South 15th Street - Suite 405C, Central Park Plaza, South Tower, Omaha, NE 68102-1608. Tel: (402) 221-3281. Email: Cremeens-Risinger.D@dol.gov. Attn: Debra Cremeens-Risinger; **Nevada:** 675 Fairview Drive, Suite 226, Carson City, NV 89701. Tel: (775) 687-4850. E-Mail: schambers@laborcommissioner.com. Attn: Shannon Chambers; **New Hampshire:** 55 Pleasant Road, Concord, NH 03301. Tel: (603) 225-1446. E-Mail: Smith.Lauren.m@dol.gov. Attn: Lauren Smith; **New Jersey:** Metro Star Plaza-Suite 201A, 190 Middlesex-Essex Turnpike, Iselin, New Jersey 08830. Tel: (732) 750-0766. E-Mail: Trembl.Bernard.e@dol.gov. Attn: Bernard E. Trembl III; **New Mexico:** 401 Broadway NE, Albuquerque, NM 87102. Tel: (505) 841-8077. E-Mail: Katrina.Vigil@state.nm.us. Attn: Katrina Vigil; **New York:** State Campus Building #12, Room 450, Albany, NY 12240. Tel: (518) 457-6820. E-Mail: Jane.Thompson@labor.ny.gov. Attn: Jane Thompson; **North Carolina:** 4316 Mail Service Center, Raleigh, NC 27699. Tel: (919) 814-0303. E-Mail: apprenticeshipmail@nccommerce.com. Attn: Kathryn P. Castleloes; **North Dakota:** 304 Broadway, Room 332, Bismarck, ND 58501-5900. Tel: (701) 250-4700. E-Mail: Dutton.Barry@dol.gov. Attn: Barry Dutton; **Ohio:** P.O. Box 1618, Columbus, OH 43216-1618. Tel: (614) 466-9498. E-Mail: MacieA@odjfs.state.oh.us. Attn: Andy Maciejewski; **Oklahoma:** 215 Dean A McGee Avenue, Suite 346, Oklahoma City, OK 73102. Tel: (405) 231-4338. E-Mail: Walton.Shannan.L@dol.gov. Attn: Shannan L. Walton; **Oregon:** 800 N.E. Oregon Street, Suite 1045, Portland, OR 97232. Tel: (971) 673-0760. E-Mail: Steve.Simms@state.or.us. Attn: Stephen Simms; **Pennsylvania:** 1301 Labor and Industry Building, 651 Boas Street, Harrisburg, PA 17121. Tel: (717) 787-6997. E-Mail: ERamsay@pa.gov. Attn: Eric Ramsay; **Rhode Island:** 1511 Pontiac Avenue, P.O. Box 20247, Cranston, RI 02920. Tel: (401) 462-8536. E-Mail: richard.palmiere@dlr.ri.gov. Attn: Richard Palmiere; **South Carolina:** 1835 Assembly Street, Room 838, Columbia, SC 29201. Tel: (803) 765-5547. Email: Vaughan.Charles@dol.gov. Attn: Charles Vaughan; **South Dakota:** 225 S. Pierre Street, Room 223, Pierre, SD 57501-2479. Tel: (605) 224-7983. E-Mail: Bolger.John@dol.gov. Attn: John R. Bolger; **Tennessee:** Airport Executive Plaza, 1321 Murfreesboro Road, Suite 541, Nashville, TN 37217. Tel: (615) 781-5318. E-Mail: Brown.Nat@dol.gov. Attn: Nathaniel Brown; **Texas:** 300 East 8th Street, Suite 914, Austin, TX 78701. Tel: (512) 916-5435. E-Mail: Light.Dudley@dol.gov. Attn: James 'Dudley' Light; **Utah:** 125 State Street, Room 2412, Salt Lake City, UT 84138. Tel: (801) 524-5451. E-Mail: Couse.Robert@dol.gov. Attn: Robert "Bob" Couse; **Vermont:** 5 Green Mountain Drive P.O. Box 488, Montpelier, VT 05601-0488. Tel: 802-828-5082. E-Mail: Rose.Lucenti@state.vt.us. Attn: Rose Lucenti; **Virginia:** Main Street Centre, 600 East Main Street, Ste 207, Richmond, VA 23219. Tel: (804) 225-4362. E-Mail: Patricia.Morrison@doli.virginia.gov. Attn: Trish Morrison; **Washington:** P.O. Box 44530, Olympia, WA 98504-4530. Tel: (360) 902-5320. E-Mail: rojo235@lni.wa.gov. Attn: Jody Robbins; **West Virginia:** 405 Capitol Street, Suite 409, Charleston, WV 25301. Tel: (304) 347-5794. E-Mail: Milnes.Kenneth@dol.gov. Attn: Kenneth Milnes; **Wisconsin:** P.O. Box 7972, Madison, WI 53707. Tel: (608) 266-3133. E-Mail: Karen.Morgan@dwd.state.wi.us. Attn: Karen Morgan; **Wyoming:** 308 West 21st Street, Room 205, Cheyenne, WY 82001-3637. Tel: (307) 772-2448. E-Mail: Broad.Michael@dol.gov. Attn: Michael Ann Broad. You may also be able to file complaints directly with the EEOC, or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is listed below¹.

Each complaint filed must be made in writing and include the following information:

1. Complainant's name, address and telephone number, or other means for contacting the complainant;
2. The identity of the respondent (i.e. the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination);
3. A short description of the events that the complainant believes were discriminatory, including but not limited to when the events took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/her race, color, religion, sex, sexual orientation, national origin, age (40 or older), genetic information, or disability);
4. The complainant's signature or the signature of the complainant's authorized representative.

EEOC & STATE FAIR EMPLOYMENT PRACTICES AGENCIES

¹ U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. **Alabama:** Alabama Department of Human Resources, Office of Equal Employment & Civil Rights, Gordon Persons Building, Suite 2104, 50 North Ripley Street, Montgomery, AL 36130, Tel: (334) 242-1550, Fax: (334) 353-1115, Email Address: oeecr@thr.alabama.gov, Website: <http://thr.alabama.gov>. **Alaska:** Alaska State Commission for Human Rights, 800 "A" Street, Suite 204, Anchorage, AK 99501, Tel (Anchorage Area): (907) 274-4692, TTY/TDD (Anchorage Area): (907) 276-3177, Toll-Free Complaint Hot Line (in-state only): (800) 478-4692, TTY/TDD Toll-Free Complaint Hot Line (in-state only): (800) 478-3177, Website: <https://humanrights.alaska.gov>. **Arizona:** Arizona State Attorney General, Civil Rights Division, 1275 West Washington Street, Phoenix, AZ 85007-2926, Tel: (602) 542-5263, TDD (602) 542-5002, (877) 491-5742, or (877) 624-8090, Fax: (602) 542-8885, Website: www.attorney-general.state.az.us/civil_rights. **Arkansas:** N/A. **California:** California Department of Fair Employment and Housing - Elk Grove, 2218 Kausen Drive, Suite 100, Elk Grove, CA 95758, Tel: (800) 884-1684, Videophone (916) 226-5285, TDD (800) 700-2320, Website: <http://dfeh.ca.gov/Offices.htm>. **Colorado:** Colorado Civil Rights Division, 1560 Broadway Suite 1050, Denver, CO 80202, Tel: (303) 894-2997 or 800-262-4845, Hotline Español: 720-432-4294, Email: CCRD@dora.state.co.us, Website: www.dora.state.co.us/civil-rights. **Connecticut:** Connecticut Commission on Human Rights and Opportunities, Central Office: 450 Columbus Boulevard, Hartford, CT 06103-1835, Tel: (860) 541-3400, Connecticut Toll Free: 1-800-477-5737, TDD: 860-541-3459, Capital Region Office: 450 Columbus Boulevard, Hartford, CT 06103-1835, Tel: (860) 566-7710, TDD: (860) 566-7710, Fax: (860) 566-1997, Eastern Region Office: 100 Broadway, Norwich, CT 06360, Tel: (860) 886-5703, TDD: (860) 886-5707, Fax: (860) 886-2550, West Central Region Office: Rowland State Government Center, 55 West Main Street, Suite 210, Waterbury, CT 06702-2004, Tel: (203) 805-6530, TDD: (203) 805-6579, Fax: (203) 805-6559, Southwestern Region Office: 350 Fairfield Avenue, 6th Floor, Bridgeport, CT 06604, Tel: (203) 579-6246, TDD: (203) 579-6246, Fax: (203) 579-6950, Website: <http://www.state.ct.us/chro>. **Delaware:** Delaware Human Relations Division, Carvel Building, 820 N. French Street, Wilmington, DE 19801, Tel: (302) 577-8277, Fax: (302) 577-3996, Email: jobs@state.de.us, Website: <http://statehumanrelations.delaware.gov>. **District of Columbia:** District of Columbia, Office of Human Rights, 441 4th Street NW, Suite 570N, Washington DC, 20001, Tel: (202) 727-4559, TTY: 711, Fax: (202) 727-9589, Email: ohr.intake@dc.gov, Website: ohr.dc.gov. **Florida:** Florida Commission on Human Relations, 4075 Esplanade Way, Suite 110, Tallahassee, FL 32399-7020, Tel: (850) 488-7082, Toll-Free: 1-800-342-8170, The Florida Relay Service Voice (statewide): 711, TDD ASCII: (800) 955-1339, TDD Baudot: (800) 955 - 8771, Fax: (850) 487-1007, E-Mail: fchrinfo@fchr.myflorida.com, Web Site: <http://fchr.state.fl.us>. **Georgia:** Georgia Commission on Equal Opportunity, 7 Martin Luther King, Jr. Drive, S.E., 3rd Floor-Suite 351, Atlanta, GA 30334, Tel: (404) 651-6458, 1-800-473-6736, Fax: (404) 656-4399, Email: rhrown@gceo.state.ga.us, Website: <http://gceo.state.ga.us>. **Hawaii:** Hawaii Civil Rights Commission, 830 Punchbowl St. Room 411, Honolulu, HI 96813, Tel: (808) 586-8636, TDD/TTY: (908) 586-8692, Neighbor Islands, call toll free: Kauai: 274-3141, Ext. 6-8636#, Maui: 984-2400, Ext. 6-8636#, Hawaii: 974-4000, Ext. 6-8636#, Lana'i & Moloka'i: 1-800-468-4644, Ext. 6-8636#, Email: DLIR.HCRC.INFO@hawaii.gov, Website: <http://labor.hawaii.gov/hcrc>. **Idaho:** Idaho Human Rights Commission, 317 West Main Street, 2nd Floor, Boise, ID 83735-0660, Tel: (208) 334-2873, Fax: (208) 334-2664, Toll Free: (888) 249-7025, Dial 711 for Idaho Relay Services, Email: Inquiry@ihrc.idaho.gov, Website: humanrights.idaho.gov. **Illinois:** Illinois Dept. of Human Rights, Chicago: Intake Unit, James R. Thompson Center, 100 W. Randolph St., Suite 10-100, Chicago, IL 60601, Tel: (312) 814-6200 or (800) 662-3942, (866) 740-3953 (TTY), Fax: (312) 814 6251, Springfield: Intake Unit, 222 South College, Room 101-A, Springfield, IL 62704, Tel: (217) 785-5100, 866-740-3953 (TTY), Fax: (217) 785-5106, Marion: 2309 W. Main St. Marion, IL 62959, Tel: (618) 993-7463, (866) 740-3953 (TTY), Fax: (618) 993-7464, Website: www.illinois.gov/dhr. **Indiana:** Indiana Civil Rights Commission, 100 North Senate Ave., Indiana Government Center North, Room N103, Indianapolis, IN 46204, Tel: (317) 232-2600, Toll Free: (800) 628-2909, Hearing Impaired: (800) 743-3333, Fax: (317) 232-6580, Website: www.state.in.us/icrc. **Iowa:** Iowa Civil Rights Commission, Grimes State Office Building, 400 East 14th Street, Des Moines, IA 50319-0201, Tel: (515) 281-4121, (800) 457-4416, Fax: (515) 242-5840, Website: <https://icrc.iowa.gov>. **Kansas:** Kansas Human Rights Commission, Landon State Office Building, 900 SW Jackson Street, Suite 568 South, Topeka, KS 66612-1258, Tel: (785) 296-3206, TDD: (785) 296-0245, Fax: (785) 296-0589, Website: <http://www.khrc.net>. **Kentucky:** Kentucky Commission on Human Rights, Louisville: 332 W. Broadway, Suite 1400, Louisville, KY 40202, Tel: (502) 595-4024, Toll-free: (800) 292-5566, Fax: (502) 595-4801, Northern Kentucky: 20 West Pike St., Suite 108, Covington, KY 41011-242, Tel: (859) 292-2935, Fax: (859) 292-2938, Email: kchr.mail@ky.gov, Website: www.kchr.ky.gov. **Louisiana:** Louisiana Commission on Human Rights, P.O. Box 94094, Baton Rouge, LA 70804-9094, Tel: (225) 342-6969, Fax: (225) 342-2063, Website: <http://gov.louisiana.gov/page/kchr>. **Maine:** Maine Human Rights Commission, #51 State House Station - Augusta, ME 04333, Tel: (207) 624-6290, Fax: (207) 624-8729, Website: <http://www.maine.gov/mhrc>. **Maryland:** Maryland Human Rights Commission, Attn: Intake, William Donald Schaefer Tower, 6 Saint Paul Street, 9th Floor, Baltimore, MD 21202-1631, Tel: (410) 767-8600, Toll-free number: 1-800-637-6247 (Para español, marque el 2), Maryland Relay: 711, Email: mccr@maryland.gov, Website: mccr.maryland.gov. **Massachusetts:** Massachusetts Commission Against Discrimination, Boston: One Ashburton Place, Suite 601, Boston, MA 02108, Tel: (617) 994-6000, TTY: 617-994-6196, Fax: 617-994-6024, Springfield: 436 Dwight Street, Room 220, Springfield, MA 01103, Tel: (413) 739-2145, Fax: (413) 784-1056, Worcester: 484 Main Street, Room 320, Worcester, MA 01608, Tel: (508) 453-9630, Fax: (508) 755-3861, New Bedford: 800 Purchase Street, Room 501, New Bedford, MA 02740, Tel: (508) 990-2390, Fax: (508) 990-4260, E-Mail: assistanttochairman@state.ma.us, Website: <http://www.state.ma.us/mead>. **Michigan:** Michigan Department of Civil Rights, Detroit Office: Cadillac Place, 3054 West Grand Boulevard, Suite 3-600, Detroit, MI 48202, Tel: (313) 456-3700, Toll-Free: 800-482-3604, TTY: (877) 878-8464, Fax: 313-456-3701, Grand Rapids Office: State Office Building, 4th Floor, 350 Ottawa, N.W., Grand Rapids, MI 49503, Tel: (616) 356-0380, Fax: (616) 356-0399, TTY: (616) 356-0391, Lansing Office: Capital Tower Building, 110 W Michigan Avenue, Suite 800, Lansing, MI 48933, Tel: (517) 241-6300, Fax: (517) 335-3882, TTY: (517) 335-3881, Website: <http://www.michigan.gov/mdcr>. **Minnesota:** Minnesota Department of Human Rights, St. Paul: Freeman Building, 625 Robert Street North, Saint Paul MN 55155, Tel: (651) 539-1100, MN Relay 711 or 1-800-627-3529, Toll Free: 1-800-657-3704, Fax: 651-296-9042, St. Cloud: City Hall, 400 2nd Street South, St. Cloud, MN 56301, Tel: (320) 407-8288, Toll Free: 1-800-657-3704, Email: info.MDHR@state.mn.us, Website: <http://www.humanrights.state.mn.us>. **Mississippi:** N/A. **Missouri:** Missouri Commission Human Rights, 3315 W. Truman Blvd., Rm 212, P.O. Box 1129, Jefferson City, MO 65102-1129, Tel: (573) 751-3325, Toll-Free Complaint Hotline: 1-877-781-4236, Relay Missouri: 711, TDD: 1-800-735-2966, Fax: (573) 751-2905, Email: mchr@labor.mo.gov, Website: <http://labor.mo.gov/mohumanrights>. **Montana:** Montana Human Rights Bureau, P.O. Box 1728, Helena, MT 59624, (406) 444-4356 or 1-800-542-0807, Fax: (406) 444-4140, Telephone Relay Service: 711, Website: <http://erd.dli.mt.gov/human-rights>. **Nebraska:** Nebraska Equal Opportunity Commission, Lincoln (Main Office): Nebraska State Office Building, 301 Centennial Mall South, 5th Floor, PO Box 94934, Lincoln, NE 68509-4934, Tel: (402) 471-2024, Toll Free: (800) 642-6112, Fax: (402) 471-4059, Omaha: State Office Building, 1313 Farnam-on-the-Mall, Suite 318, Omaha, NE 68102-1836, Tel: (402) 595-2028, Toll Free: (800) 382-7820, Fax: (402) 595-1205, Scottsbluff: Panhandle State Office Complex, 505A Broadway, Suite 600, Scottsbluff, NE 69361-3515, Tel: (308) 632-1340, Toll Free: (800) 830-8633, Fax: (308) 632-1341, Website: www.nol.org/home/NEOC. **Nevada:** Nevada Equal Rights Commission, Equal Rights Commission Las Vegas: 1820 East Sahara Avenue, Suite 314, Las Vegas, NV 89104 Tel: (702) 486-7161, Fax: (702) 486-7054, Equal Rights Commission Northern Nevada: 1325 Corporate Blvd., Room 115, Reno, NV 89502, Tel: (775) 823-6690, Fax: (775) 688-1292, Website: <http://detr.state.nv.us/nerc.htm>. **New Hampshire:** New Hampshire Commission for Human Rights, Intake Department, NH Commission for Human Rights, 2 Industrial Park Drive, Concord, NH 03301, Tel: (603) 271-2767 (or TDD ACCESS: Relay NH 1-800-735-2964), Email: humanrights@nh.gov, Website: <http://www.state.nh.us/hrc>. **New Jersey:** New Jersey Division on Civil Rights, Toll Free: (866) 405-3050, Northern Regional Office: 31 Clinton Street, Newark, NJ 07102, Tel: (973) 648-2700, Fax: (973) 648-4405, Central Regional Office: 140 East Front Street, P.O. Box 090, Trenton, NJ 08625-0090, Tel: (609) 292-4605, Fax: (609) 984-3812, Southern Regional Office: 5 Executive Campus, Suite 107, Cherry Hill, NJ 08034, Tel: (856) 486-4080, Fax: (856) 486-2255, South Shore Regional Office: 1325 Boardwalk, Tennessee Ave. & Boardwalk, Atlantic City, NJ 08401, Tel: (609) 441-3100, Fax: (609) 441-3578, Website: <http://www.njcivilrights.gov>. **New Mexico:** Human Rights Bureau, 1596 Pacheco Street, Santa Fe, NM 87505, Tel: (505) 827-6838, Toll-free: (800) 566-9471, Fax: (505) 827-6878, Website: www.dws.state.nm.us. **New York:** New York State Division of Human Rights, Albany: Agency Building 1, 2nd Floor, Empire State Plaza, Albany, NY 12220, Tel: (518) 474-2705 (or 2707), Email: InfoAlbany@dhr.ny.gov, Binghamton: 44 Hawley Street, Room 603, Binghamton, NY 13901,

Tel: (607) 721-8467, Email: InfoBinghamton@thr.ny.gov; **Bronx**: One Fordham Plaza, 4th Floor, Bronx, NY 10458, Tel: (718) 741-8400, Email: InfoBronx@thr.ny.gov; **Brooklyn**: 55 Hanson Place, Room 1084, Brooklyn, NY 11217, Tel: (718) 722-2385, Email: InfoBrooklyn@thr.ny.gov; **Buffalo**: Walter J. Mahoney State Office Bldg., 65 Court Street, Suite 506, Buffalo, NY 14202, Tel: (716) 847-7632, Email: InfoBuffalo@thr.ny.gov; **Long Island (Nassau)**: 50 Clinton Street, Suite 301, Hempstead, NY 11550, Tel: (516) 539-6848, Email: InfoLongIsland@thr.ny.gov; **Long Island (Suffolk)**: State Office Building, 250 Veterans Memorial Highway, Suite 2B-49, Hauppauge, NY 11788, Tel: (631) 952-6434, Email: InfoLongIsland@thr.ny.gov; **Manhattan**: Adam Clayton Powell State Office Building, 163 West 125th Street, 4th Floor, New York, NY 10027, Tel: (212) 961-8650; **Office of Sexual Harassment Issues/Queens**: 55 Hanson Place, Room 900, Brooklyn, NY 11217, Tel: (718) 722-2060; **Rochester**: One Monroe Square, 259 Monroe Ave., Suite 308, Rochester, NY 14607, Tel: (585) 238-8250, Email: InfoRochester@thr.ny.gov; **Syracuse**: 333 E. Washington Street, Room 543, Syracuse, NY 13202, Tel: (315) 428-4633, Email: InfoSyracuse@thr.ny.gov; **White Plains**: 7-11 South Broadway, Suite 314, White Plains, NY 10601, Tel: (914) 989-3120, Email: InfoPeekskill@thr.ny.gov; Website: <http://www.thr.state.ny.us>; **North Carolina**: N/A; **North Dakota**: North Dakota Department of Labor and Human Rights, 600 East Boulevard Ave. Dept. 406, Bismarck, ND 58505-0340, Tel: (701) 328-2660, Toll Free: 1-800-582-8032, TTY (Relay ND) – 1-800-366-6888 or 1-800-366-6889, Fax: (701)328-2031, E-Mail: humanrights@nd.gov, Website: nd.gov/humanrights; **Ohio**: Ohio Civil Rights Commission, **Central Office**: Rhodes State Office Tower, 30 East Broad Street, 5th Floor, Columbus, OH 43215, Tel: (614) 466-2785, Fax: (614) 644-8776; **Cincinnati- Satellite Office**: Mid-Pointe Towers, 7162 Reading Road, Suite 1005, Cincinnati, OH 45237, Tel: (513) 351-2541, TTY: (937) 285-6500, Fax: (513) 351-2616; **Columbus Regional Office**: Rhodes State Office Tower, 30 East Broad Street, 4th Floor, Columbus, OH 43215, Tel: (614) 466-2785, TTY: (614) 752-2391, Fax: (614) 466-6250; **Dayton Regional Office**: 3055 Kettering Blvd, Suite 111, Dayton, OH 45439, Tel: (937) 285-6500, TTY: (937) 285-6500, Fax: (937) 285-6606; Website: crrc.ohio.gov; **Akron Regional Office**: Akron Government Bldg., 161 S. High Street, Suite 205, Akron, OH 44308, Tel: (330) 643-3100, TTY: (330) 643-1488, Fax: (330) 643-3120; Website: crrc.ohio.gov; **Cleveland Regional Office**: Lausche State Office Building, 615 W. Superior Ave., Suite 885, Cleveland, OH 44113, Tel: (216) 787-3150, TTY: (216) 787-3549, Fax: (216) 787-4121; **Toledo Regional Office**: One Government Center, 640 Jackson Street, Suite 936, Toledo, OH 43604, Tel: (419) 245-2900, TTY: (419) 245-2900, Fax: (419) 245-2668; Website: crrc.ohio.gov; **Oklahoma**: Office of Civil Rights Enforcement (“OCRE”), 313 Northeast 21st Street Oklahoma City, Oklahoma 73105, Tel: (405) 521-3921, Website: <https://www.ok.gov/oag>; **Oregon**: Oregon Bureau of Labor and Industries, Civil Rights Division, 800 NE Oregon Street, Suite 1045, Portland, OR 97232, Tel: (971) 673-0764, Español: (971) 673-2818, Fax: (971) 673-0765, Email: CorreoElectronico-crdemail@boli.state.or.us, Website: <http://www.oregon.gov/BOLI>; **Pennsylvania**: Pennsylvania Human Relations Commission, **Harrisburg Regional Office**: 333 Market Street, 8th Floor, Harrisburg, PA 17101-2210, Tel: (717) 787-9780, (717) 787-7279 TTY users only; **Philadelphia Regional Office**: 110 North 8th Street, Suite 501, Philadelphia, PA 19107, Tel: (215) 560-2496, (215) 560-3599 TTY users only; **Pittsburgh Regional Office**: 301 Fifth Avenue, Suite 390, Piatt Place, Pittsburgh, PA 15222, Tel: (412) 565-5395, (412) 565-5711 TTY users only; Website: www.phrc.state.pa.us; **Rhode Island**: Rhode Island Commission for Human Rights, 180 Westminster Street, Third Floor, Providence, RI 02903-1918, Tel: (401) 222-2661, TDD: (401) 222-2664, Fax: (401) 222-2616, Website: <http://www.richr.ri.gov>; **South Carolina**: South Carolina Human Affairs Commission, 1026 Sumter Street, Suite 101, Columbia, SC 29201, Tel: (803) 737-7800, Toll Free: 1-800-521-0725, Fax: (803) 737-7835, Email: information@schac.state.sc.us, Website: <http://www.schac.sc.gov>; **South Dakota**: Division of Human Rights (Labor & Management), South Dakota Department of Labor and Regulation, 123 W. Missouri Ave., Pierre, SD 57501, Tel: (605) 773-3681, Fax: (605) 773-4211, Website: http://dlr.sd.gov/human_rights; **Tennessee**: Tennessee Human Rights Commission, 312 Rosa L. Parks Ave. 23rd floor Nashville, TN 37243, Tel: (615) 741-5825, Toll Free: (800) 251-3589, Fax: (615) 253-1886 | 615-532-2197, Email: ask.thrc@tn.gov, Website: <https://www.tn.gov/humanrights>; **Texas**: Texas Workforce Commission Civil Rights Division, 101 East 15th Street, Guadalupe CRD, Austin, TX 78778-0001, Tel: (888) 452-4778, Fax: (512) 482-8465, Email: EEOIntake@twc.state.tx.us, Website: <http://www.twc.state.tx.us>; **Utah**: Utah Antidiscrimination & Labor Division, 160 East 300 South, 3rd Floor, P.O. Box 146640, Salt Lake City, UT 84114-6640, Phone: 801-530-6801 or 1-800-222-1238, TDD 801-530-7685, Email: discrimination@utah.gov, Website: <https://laborcommission.utah.gov/divisions/AntidiscriminationAndLabor>; **Vermont**: Vermont Attorney General's Office - Public Protection Division Civil Rights Unit, 109 State Street, Montpelier, VT 05609-1001, Toll Free VT: (888) 745-9195, Tel: (802) 828-3657, TTY: (802) 828-3665, Fax: (802) 828-2154, Website: ago.civilrights@vermont.gov, Website: <http://www.atg.state.vt.us>; **Virginia**: Office of the Attorney General - Division of Human Rights, 202 North Ninth Street, Richmond, VA 23219, Tel: (804) 225-2292, Fax: (804) 225-3294, Email: human_rights@oag.state.va.us, Website: <http://www.oag.state.va.us/programs-initiatives/human-rights>; **Washington**: Washington State Human Rights Commission, 711 South Capitol Way, Suite 402, P.O. Box 42490, Olympia, WA 98504-2490, Tel: (360) 753-6770, Statewide Toll Free: (800) 233-3247, Statewide TTY Toll Free: (800) 300-7525, Fax: (360) 586-2282, Website: <http://www.hum.wa.gov>; **West Virginia**: West Virginia Human Rights Commission, 1321 Plaza East Room 108A, Charleston, WV 25301-1400, Tel: (304) 558-2616, Toll Free: (888) 676-5546, Fax: (304) 558-0085, Website: <http://www.hrc.wv.gov>; **Wisconsin**: Wisconsin Equal Rights Division, Dept. of Workforce Development, **Milwaukee**: 819 N. 6th St., Room 723, Milwaukee, WI 53203, Tel: (414) 227-4384, (414) 227-4081 (TTY); **Madison**: P.O. Box 8928, Madison, WI 53708-8928, Tel: (608) 266-6860, (608) 264-8752 (TTY); Website: <https://dwd.wisconsin.gov/cr>; **Wyoming**: Wyoming Department of Employment Labor Standards, Fair Employment Program, 1510 E. Pershing, West Wing, Suite 2015, Cheyenne, WY 82002, Tel: (307) 777-7261, Fax: (307) 777-5633, Website: <http://www.wyomingworkforce.org/businesses/labor>.

PERSONS WITH WHOM COMPLAINTS MAY BE FILED

<u>TITLE</u>	<u>NAME</u>	<u>ADDRESS</u>
<i>BNAP</i>		
National Board Chairman	Michael P. Bray	1009 Broad St. Cinnaminson, NJ 08077
National Board Secretary	Lawrence J. McManamon	18500 Lake Rd., Ste. 210 Rocky River, OH 44116-1744
National Coordinator	Mark Wertz	753 State Ave., Ste. 754 Kansas City, KS 66101
<i>GREAT LAKES</i>		
Chairman	John D. Mooney	2240 Janet Dr. Glenview, IL 60026-1158
Secretary	Lawrence J. McManamon	18500 Lake Road, Suite #210 Rocky River, OH 44116-1744
Coordinator	Lawrence J. McManamon Jr.	5666 West 95 th Street Oak Lawn, IL 60453
<i>NORTHEAST</i>		
Chairman	Mike Bray	1009 Broad St. Cinnaminson, NJ 08077
Administrator	Jason Dupuis	19 Thomas Street East Hartford, CT 06108
Coordinator	Stephen Murphy	19 Thomas Street East Hartford, CT 06108

PERSONS WITH WHOM COMPLAINTS MAY BE FILED

SOUTHEAST

Chairman	Warren Fairley	77 Vilcom Center Dr., Suite 101 Chapel Hill, NC 27514
Secretary	Mark Vandiver	100 Country Club Drive, Suite 203 Hendersonville, TN 37075
Coordinator	Eric S. Olson	3715 Upper Creek Dr. Ruskin, FL 33573-6840

WESTERN STATES

Chairman	Larry Jansen	3500 Pegasus Drive Bakersfield, CA 93308-6855
Secretary	J. Tom Baca	1401 Willow Pass Road, Ste. 870 Concord, CA 94520
Coordinator	Collin Keisling	P.O. Box 1612 Page, AZ 86040

**For complaints of discrimination or harassment involving the Chairman and/or Secretary of BNAP and/or an Area Apprenticeship Program:*

BLAKE & UHLIG

General Counsel	Michael J. Stapp	753 State Avenue, Ste. 475 Kansas City, KS 66101
Associate General Counsel	Jason McClitis	753 State Avenue, Ste. 475 Kansas City, KS 66101