



Diversity, Equity & Inclusion Statement

At our core, Blair Construction is about people: those who make up our team, those with whom we do business, and those in the communities that our many projects impact.

As a company, we are only as strong as our people, and because of that, Blair is committed to fostering a team culture that is inclusive to all. We at Blair Construction know that we have a long way to go when it comes to diversity, equity, inclusion, and belonging. However, our standards are to nurture a work environment that embraces, celebrates and grows from our differences – be it race, gender, faith, ethnicity, background or any other manner of diversity – and one that inspires others to do the same.

This commitment to equity and inclusion shows in our work, which is about much more than building structures. Our recreational facilities strengthen their communities by bringing together people from all walks of life. Our schools create equitable educational opportunities by providing safe, innovative hubs for a range of intellectual pursuits. Our manufacturing centers and office buildings have facilitated economic prosperity that is shared by populations at large.

Across our portfolio, our projects have helped build and strengthen communities, brought people together, and left a lasting, permanent mark in the same Southern Virginia and North Carolina regions that our company and our employees call home. We take pride in not only the quality of our work, but the fact that a diverse group of individuals complete every Blair Construction project together. That has been Blair's commitment for more than 100 years, and as our company continues to grow and learn, we will continue to make room for all to join our team.

For any questions about this policy, please contact
Tim Clark, President of Blair Construction, Inc. at tclark@blair-construction.com.