



Statement of Policy

Pursuant to the requirements under 41 C.F.R. §60-300.43(a) and 41 C.F.R. §60-741.43(a), Tidewater Holdings, Inc. and its subsidiaries is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, Tidewater Holdings, Inc. and its subsidiaries does not discriminate because of physical or mental disability or status as protected veteran and takes affirmative action to employ and advance in employment qualified IWDs and protected veterans at all levels of employment, including the executive level. Allen Todd Busch, President and CEO, fully supports Tidewater Holdings, Inc. and its subsidiaries' AA/EEO policies. Elizabeth Baldrige, Senior HR Generalist, is responsible for implementing the AA/EEO activities.