



CONSTRUCTION

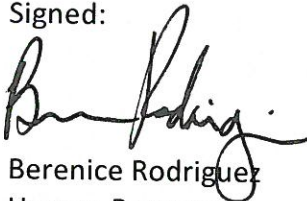
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**XL Construction
Pay Scale Equity Statement**

XL Construction is committed to fair and competitive compensation with respect to all job classifications and across all pay-scale gradients for all employees. XL Construction's compensation ratio shows an 9.37 times difference between the lowest paid employee and the highest paid employee.

Signed:



Berenice Rodriguez
Human Resources