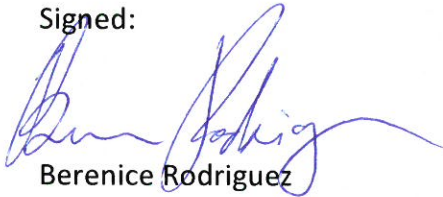


XL Construction's Commitment to Being a Living Wage Employer

XL Construction understands that a Living Wage addresses the basic, essential costs of living including food, housing and basic healthcare. Moreover, the company acknowledges that a living Wage will improve the quality of life for our employees and our community. Therefore, XL Construction supports the Living Wage and will strive to ensure all employees are earning the Living Wage for our area.

Signed:



Berenice Rodriguez
Human Resources