

Equal Employment Opportunity Policy:

Chippewa Concrete Services, Inc. is committed to provide equal employment opportunity based on individual qualifications for all employees and applicants for employment with Chippewa Concrete Services, Inc., and to outline the procedure that will be followed to accomplish the objectives of this policy.

- 1.) Equality of opportunity: All decisions with respect to employment matters and other phases of employer-employee relationships will be in keeping with this Policy and in accordance with current local, State and Federal laws and mandates. Chippewa Concrete Services, Inc. will:
 - a. Recruit, hire and promote individuals in all job classifications without regard to race, color, creed, religion, ancestry, national origin, sex, sexual preference, disability, age, marital status or status with regard to public assistance, or other protected status, except where sex or age is a bona fide occupational qualification.
 - b. Take affirmative action to ensure that all employment practices include, but are not limited to the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising (if any), layoff, termination, rates of pay (including other forms of compensation) and selection of training, including apprenticeship will be made fairly and equally in accordance with our EEO Policy.
- 2.) General Responsibilities: The Owner and the EEO Officer will be held responsible for the coordination, administration, and implementation of the provisions of this policy.
- 3.) Policy Guidelines: The program of Affirmative Action is based on the analysis of all job categories at all divisions/subsidiaries to determine if there is underutilization of minority and female employees. As a result, specific goals, timetables and action committees are developed to correct identifiable deficiencies. The analysis to periodic internal Affirmative Action reports is designated to monitor programs toward established goals and current deviations from those goals in a timely manner.

Bound by the terms of the Vietnam Era Veterans Readjustment Assistance Act, Chippewa Concrete Services, Inc. is committed to take Affirmative Action to employ and advance in employment the qualified physically or mentally handicapped individuals without discrimination based upon their physical or mental handicap in all employment practices.

All solicitations or advertisement (if any) for employees placed by or on behalf of an authorized representative of the company will state expressly that all qualified applicants will receive consideration for employment without regard to race, color, creed, religion, ancestry, national origin, sex, sexual preference, disability, age, marital status or status with regard to public assistance, except where sex or age is a bona fide occupational qualification, or alternative statements such as the phrase “an equal opportunity employer” as may be authorized by Executive Order 11246 as amended by 11375. All

such solicitations or advertisements will be subject to approval by the Owner or a designate.

Applicants for employment with the company will be judged solely in accordance with the job specifications concerned, the applicant's work history, and any other commonly accepted indices of qualifications as may be deemed necessary.

Overtime work opportunities, when required, will be available to those persons needed, and not because of discrimination practices.

Employed individuals are encouraged and requested to refer non-employed minority and female individuals to the attention of their project supervisor for future positions and openings when they may become available.

Employed female and minority personnel are further encouraged to direct interested female and minority business enterprises interested in subcontracting to the attention of their project supervisor regarding the future work bidding opportunities.

Furthermore, it is the Policy of this company to maintain a working environment free from all forms of sexual harassment or intimidation. Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature are serious violations of our policy and will not be condoned or permitted. Not only is sexual harassment a violation of our Policy, but it may also violate Title VII of the Civil Rights Act. Any employee who is subjected to sexual harassment or intimidation shall immediately contact Barry Bohman, EEO Officer. All complaints of sexual harassment will be promptly and confidentially investigated. Any employee who violates this policy will be subject to appropriate disciplinary action up to and including discharge.

Chippewa Concrete Services, Inc. prohibits sexual harassment of its employees or potential employees in any form. Such conduct will result in disciplinary action up to and including termination.

Sexual harassment includes un-welcome sexual advances, request for sexual favors, sexually motivated physical contact or other verbal or physical conduct or communication of a sexual nature.

Any employee believing that he or she has been subject to unfair or unequal employment practices or believes they have been discriminated against or harassed in any manner, should report it to management immediately. The report may be made to any management employee at the level of the affected employee's supervisor, or above, or when that procedure is inappropriate, directly to Barry Bohman, Company EEO Officer.

Should there be any questions regarding our EEO Policy and Female/Business Enterprise Program, please contact our EEO Officer Barry Bohman at:

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(715) 723-5004