



Policy Statement for Equal Employment Opportunity

It is the policy of Krieghoff Lenawee Company to observe and comply with all pertinent Executive Orders and regulations regarding equal employment opportunity.

Further, it is our policy to take affirmative action to hire employees without regard to race, creed, color, sex, national origin, age, disability, income level, arrest or conviction record, physical appearance, political beliefs, student status, less than honorable discharge, religion, sexual orientation, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance or because of he or she is a disabled veteran or veteran of the any Military Campaign or Expedition in regard to any position for which the employee or applicant for employment is qualified.

This company will act without discrimination in regard to the above in all employment practices, such as: 1) advertising, 2) recruitment, 3) testing, 4) screening, 5) hiring, 6) selection for training including apprenticeship, 7) upgrading, 8) transfer, 9) demotion, 10) layoff, 11) termination, 12) rates of pay, 13) other forms of compensation, including retirement or 14) overtime. Employees will be judged solely by their qualifications for the particular job and will receive equal treatment after employment. None of the company's facilities are to be segregated, classified, or limited in any that would adversely offset the status of an employee.

In accordance with federal regulations, this company will make every good faith effort to fulfill obligations not only for minorities, but it will also establish specific affirmative action programs and standards for women in construction. The company shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

Workers with disabilities will not be discriminated against because of their handicaps. This company understands that according to federal regulations "a handicap is any impairment which substantially limits one or more of a person's major life activities." In addition to recruiting, hiring and other conditions of employment, this company will take affirmative action in training and in modifying job requirements and facilities for the physically or mentally handicapped to comply with these regulations.

This company cooperates fully with the construction trade unions in the development of programs, including apprenticeship, to assure qualified minority persons, women, disabled persons, disabled veterans or veterans of any Military Campaign or Expedition, of equal opportunity for employment in the construction trades and that all of the above conditions are met.

The company will take appropriate steps to ensure that all employees are advised of our non-discrimination policy and of our interest in actively and affirmatively providing equal employment through notices of the bulletin boards, notices to unions, notices in office and field offices publications and work with civic groups.

The Company will not retaliate against anyone who has opposed employment practices that may be illegal under the Acts or because he or she has testified or participated in any proceedings under the Acts.

Management will continue to be guided and motivated by this policy, and with the cooperation of all employees, will actively pursue the goal of equal employment throughout the Company.