

EQUAL EMPLOYMENT OPPORTUNITY-AFFIRMATIVE ACTION POLICY

It is the policy of DiPietro Excavating Inc. to provide Equal Opportunity for Employment to all individuals regardless of race, color, religion, sex, or national origin. We are far more strongly bound to the policy by the fact that adherence to the principles involved is the only acceptable way. Therefore, this corporation will take affirmative action to ensure that we will 1) recruit, hire, and promote all job classifications without regards to race, color, sex, or national origin, except where sex is a bona fide occupational qualification 2) base decision on employment so as to further the principal of Equal Employment Opportunity 3) ensure that promotion decisions are in accordance with principles of equal opportunity by imposing only valid requirements for promotional opportunities 4) ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance, social and recreation programs will be administered without regard to race, color, religion, sex, or national origin, except where sex is a bona fide occupational qualification. Additionally, DiPietro Excavating Inc. practices full compliance with Handicapped and Veteran Affirmative Action requirements.

The successful achievement of a nondiscriminatory employment program requires a maximum of cooperation between management and employees. In fulfilling its part in this cooperative effort, management is obliged to lead the way by establishing and implementing affirmative procedures and practices which will ensure our objective, namely Equal Employment Opportunity for all. Minority and females employees are encouraged to participate in all company activities and refer applicants.

I have designated Kathy Hill as EEO Officer to direct the establishment of and to monitor the implementation of personal procedures to guide our affirmative action program. This individual is charged with designing and implementing audit and reporting systems that will keep management informed on a periodic basis of the status on the Equal Employment Opportunity area.

Supervision has been made to understand that their work performance is being evaluated on the basis of their Equal Employment Opportunity efforts and results, as well as other criteria. It shall be a responsibility of supervisors to take actions to prevent harassment, intimidation, and coercion at all sites in all facilities at which our employees are assigned to work.



Mr. Dan A. DiPietro: President