

BAYER CONSTRUCTION EEO POLICY

Bayer Construction is an Equal Opportunity Employer. Our EEO Officer is Stan Hambright. Being an Equal Opportunity Employer means that we pledge the following:

Bayer Construction Company, Inc. will not discriminate against any applicant for employment, or any employee because of race, national origin, religion, handicap, age, sex, or any other characteristic protected by law. We will take affirmative action to ensure that this policy is implemented, particularly with regard to employment, promotion, demotion, transfer, recruitment, recruitment advertising, layoffs, termination, compensation, training, and working conditions.

We will continue to make it understood by the employment entities with whom we deal and in our employment opportunity announcements, that the forgoing is our policy. All applicants and employees will continue to be compensated, trained, promoted, demoted, terminated, hire and transferred solely on the basis of their skills, devotion, loyalty, honesty, reliability, and integrity.

All current employees are requested to encourage minorities, woman, and qualified handicapped persons to make an application for employment with this company. It is also the policy of the company to satisfy special accommodations for qualified handicapped individuals.

It is the policy of this company to ensure and maintain a working environment free of harassment, intimidation, and coercion at all sites and in all facilities at which our employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your supervisor or to the company EEO Officer.

It is the policy of this company that all facilities and company activities are not segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

Any complaint of alleged discrimination of Bayer Construction Company, Inc., its supervisors or employees, or any person or organization acting on behalf of the company, should immediately be reported to the company EEO Officer.