

WEAVER-BAILEY CONTRACTORS, INC.



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Notice to entities disseminating EEO commitments and responsibilities and requesting their cooperation:

Weaver-Bailey Contractors, Inc. will continue to make the company EEO policy known and understood by the employment entities with whom we deal and in our employment opportunity announcements that the foregoing is our policy; and, that applicants and employees will continue to be hired, trained, compensated, advanced, transferred, demoted and terminated solely on the basis of their skill, devotion, loyalty, honesty, reliability and integrity.

Non-Segregated Facilities:

Weaver-Bailey Contractors, Inc. certifies that it does not maintain nor provide for its employees any segregated facilities at any of its establishments, and that it will not permit its employees to perform their services at any location, under its control, where segregated facilities are maintained.

It is the policy of this company that all facilities and company activities are non-segregated except that separate or single user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

Training Program:

Weaver-Bailey Contractors, Inc. participates in the on-the-job apprenticeship-training program of the Arkansas Chapter of the Associated General Contractors of America. If you are interested in developing a skill in a craft of the construction industry, contact the office. The program will be explained to you in detail. The only requirements are that you be in good health and that you have the desire and ability to develop a skill in the craft, which you are interested.

Work Environment:

It is the policy of Weaver-Bailey Contractors, Inc. to insure and maintain a working environment free of harassment, intimidation, and/or coercion at all sites, and at all facilities where our employees are assigned to work. Specific attention will be given to insure that minorities and women are provided with a work environment free of harassment, intimidation and coercion at all times.

This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your superintendent and to the EEO Officer.

Complaint Procedures:

Any complaint of alleged discrimination by this company's superintendents, foremen, employees, any person or organization acting on behalf of the company, should immediately be called to the attention of the company EEO Officer.

EEO Officer:

The Equal Employment Opportunity Officer of Weaver-Bailey Contractors, Inc. is Brad Fryar. The EEO Officer may be contacted by writing to Post Office Box 60, El Paso, Arkansas 72045 or by calling 501-796-2301.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The written policy of Weaver-Bailey Contractors, Inc. relative to Equal Employment Opportunity is as follows:

It is the policy of Weaver-Bailey Contractors, Inc. to take affirmative action in affording equal employment opportunity to all qualified persons without regard to race, color, religion, sex, national origin, disability, age, veteran of the Vietnam Era, or disabled veteran. This shall apply to all personnel policies, including but not limited to, hiring, training, promotion, transfer or termination and shall cover all salaried and hourly paid jobs within the respective construction trades.

Furthermore, it is the policy of this company to comply to the fullest extent with the applicable regulations of the Civil Rights Act of 1964 and Executive Order No. 11246, as amended by Executive Order No. 11375, Section 503 of the Rehabilitation Act of 1973, as amended and 20122 and their implementing regulations and to support OFCCP affirmative action requirements for the employment of women in the construction trades.

All present employees are requested to encourage minorities, women, veterans of the Vietnam Era and qualified handicapped/disabled persons to make application for employment with this company; or, to apply for training in an approved on-the-job training or apprenticeship program. It is also the policy of the company to satisfy special accommodations for qualified handicapped/disabled individuals.

Our Equal Employment Officer is Brad Fryar. He can be contacted at 501-796-2301 or by writing to Post Office Box 60, El Paso, Arkansas 72045.

WEAVER-BAILEY CONTRACTORS, INC.



Donald L. Weaver
Vice President