



E & B Paving, Inc.

ASPHALT PAVING CONTRACTORS

Equal Employment Opportunity Policy

E & B Paving, Inc. was built upon teamwork and equal opportunity. We will continue to be successful when people are treated fairly and allowed to advance and achieve their full potential. It is our policy to offer equal employment opportunities for all qualified employees and applicants. No person is to be discriminated against in employment due to race, color, religion, sex, age, national origin, or disability.

This policy applies to all terms, conditions, and privileges of employment including, but not limited to, hiring, introductory period, training, placement, employee development, promotion, transfer, compensation, benefits, educational assistance, layoff and recall, social and recreational programs, employee facilities, termination and retirement.

We work hard at E & B Paving, Inc. to promote the fulfillment of human potential and equal employment. We will take action to ensure that all qualified minority group individuals, women, disabled persons, and disabled or Vietnam Era veterans are given the opportunity to know of openings, are encouraged to seek promotions, are considered for promotional opportunities, and, when qualified, are hired or promoted.

Phil Dockter

EEO Officer

765.643.5358 (Office)

765.623.1341 (Mobile)

317.844.6376 (Home)

5 February 2008