



# **E & B Paving, Inc.**

ASPHALT PAVING CONTRACTORS

**To All Employees:**

**Mr. Phil Dockter has been appointed the Equal Employment Opportunity Officer for our Company. It will be his responsibility to all employees to ensure equal opportunity in all aspects of their employment with our Company. He will handle all complaints which allege discrimination because of race, religion, color, sex, age, national origin or disability.**

**This Company is required to comply with the provisions of the Civil Rights Act of 1964 and all current executive orders relating to Equal Employment Opportunity including the Federal Highway Administration Special Training Provisions regarding on the job training programs. Anyone who believes that he or she has been subject to discrimination should report this fact promptly to Mr. Dockter.**

**Phil may be contacted at the Anderson Corporate Office, 765.374.0350, 286 W 300 North, Anderson, IN 46012.**

**Respectfully,**

**Gary L. Stebbins  
President  
E&B Paving, Inc.**

**8 February 2008**