



E & B Paving, Inc.

ASPHALT PAVING CONTRACTORS

Harassment Policy

Employee's have a right to work in an environment free of harassment. The Company attempts to provide all employee's with a workplace free from any form of harassment because of the employee's race, sex, religion, age, national origin, citizenship status, or disability.

Included in this policy is a commitment to provide a workplace free of job-related sex discrimination including sexual harassment. Sexual harassment includes, but is not limited to:

- Unwelcome verbal comments or jokes, physical gestures or actions of a sexual nature toward another employee,
- Unwelcome demands or requests for sexual favors (explicit and implicit),
- The promise of special treatment with regard to an individuals employment in exchange for sexual favors or sexual activity, and/or
- Any sexually related comments or conduct that has the purpose of effect of unreasonably interfering with an employee's work performance.

If you believe you are being subject to conduct or comments that violate this policy, you are encouraged to and have a responsibility to immediately report these matters to Phil Dockter, EEO Officer. Such reports will be treated confidentially to the extent possible, and no action will be taken against any employee because he or she reports discrimination or harassment. All employees are assured that action will be taken to investigate and resolve complaints and that the Company is firm in its commitment to eliminate such conduct from the workplace.

The Company will not tolerate harassment or any other discriminatory conduct. Such conduct will result in disciplinary action up to and including discharge.

Phil Dockter
EEO Officer
765.643.5358 (Office)
317.623.1341 (Mobile)
317.844.6376 (Home)

5 February 2008