



E & B Paving, Inc.

ASPHALT PAVING CONTRACTORS

CERTIFICATION OF NONSEGREGATED FACILITIES

E & B Paving, Inc. certifies that it does not maintain or provide for its employees any segregated facility at any of its establishments, and that it does not permit its employees to perform their services at any location, under its control, where segregated facilities are maintained. It certifies further, that it will not maintain or 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. As used in this certification, the term "segregated facilities" means any restaurants and other eating areas, time clocks, locker rooms and other storage or dressing rooms, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, color, religion, or national origin, because of habit, local custom or otherwise. The Company will maintain comparable restrooms or changing facilities to assure privacy between the sexes.

Phil Dockter

EEO Officer

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10 March 2008