



602 Well Road West Monroe LA 71292 Phone 318.388.2764 Fax 318.361.9474

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

It is the policy of this company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, age, national origin, Veteran or handicapped status. Such action shall include: employment; upgrading; demotion; or transfer; recruitment or recruitment advertising; layoff or termination, rate of pay or other forms of compensation; and selection for training, including; apprenticeship, pre-apprenticeship, and/or on-the-job training.

D & J Construction Company, LLC will not discriminate in personnel matters because of race, religion, sex, color, or national origin.

D & J Construction Company, LLC will take affirmative action to assure Equal Opportunity to all personnel.

D & J Construction Company, LLC will cooperate with State Highway Departments and Federal Government In providing equal opportunity.

D & J Construction Company, LLC will accept the statement in all Contract Provisions as company policy and employees will be treated without regard to race, religion, sex, color, age, national origin, veteran or handicapped status.

D & J Construction Company, LLC employees are encouraged to refer minority group applicants for employment.

A handwritten signature in black ink, appearing to read "Darryl B. [unclear]", is written over a horizontal line.

EEO Officer