



101 Blazier Lane West Monroe LA 71292 Phone 318.388.2764 Fax 318.361.9474

STATEMENT OF POLICY
O N
EQUAL EMPLOYMENT OPPORTUNITY

It will continue to be the policy of this company to insure equal employment opportunity to all qualified persons without regard to race, color, religion, age, sex, national origin, individuals with handicaps or Veterans that are subject to the requirements of Title VI Civil Rights Act of 1964. This policy is applicable to all matters in regards to employment recruitment, including advertising, hiring, placement, promotion, transfer, layoff, demotion, termination, rates of pay or other forms of compensation, selection for training, and general treatment during employment.

Furthermore, it is the policy of this company to cooperate to the fullest extent with the applicable regulations of the Civil Rights Act of 1964, Executive Order No. 11246, and amendments thereto. Dissemination of the statement of policy shall be to all officials and employees of this company, and to all our subcontractors, major suppliers, and shall be posted at our offices and bases of operations.

To assure implementation of the above policy, Terry Baugh has been designated, in addition to other duties, the Equal Opportunity Officer for this company. He can be reached at our main office located at 101 Blazier Lane, West Monroe, LA 71292, 318-388-2764, during regular office hours.

July 1, 1998

Date

by Richard Richardson
President