



NOTICE FOR ALL EMPLOYEES & APPLICANTS

OPERATING STATEMENT

It is the policy of River City Paving to assure that applicants are employed, and that employees are treated equal during employment, without regard to their age, race, color, religion, national origin, sex, sexual orientation, gender identity, disability, status as a recently separated veteran, disabled veteran, armed forces service medal veteran, or active duty wartime or campaign badge veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense (collectively, "protected veterans"), genetic information, because of inquiry or discussion about or disclosure of compensation, and all other federal, state, and local protected classes. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including: apprenticeship, preapprenticeship, or on-the-job training.

We encourage our employees to refer qualified and/or qualifiable minority and female applicants for employment.

DESIGNATION OF EEO/AA OFFICER

River City Paving has designated Curt Palmer, 3747 Contractors Court, Kieler, WI 53812, (608) 568-3433 or his direct line (608) 568-3990 ext. 220 as the Division EEO/AA Officer.

Curt Palmer has the responsibility to effectively administer and promote this Policy, and is assigned adequate authority and responsibility to do so.

TRAINING LETTER

River City Paving has an approved informal training and promotion program available through various contractor associations and unions. We encourage your participation in these programs. Periodic random interviews will be conducted to assess the training needs of our employees.

At this time, our company offers training programs in the following job classifications/ areas: Operating Engineers, Drivers, Laborers, and Mechanics in the states of Wisconsin, Michigan, Minnesota, and Iowa.

To be considered for our company's training program, a prospective trainee must be an employee in good standing and/or have supervisory approval. For further information, copies of outlines of individual job classifications/area training programs contact Curt Palmer at the office at 3747 Contractors Court, Kieler, WI 53812. The office phone number is (608) 568-3433.