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Equal Employment Opportunity/Affirmative Action Policy Statement

It is the policy of Spancrete to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, gender, age, national origin, disability, veteran status, genetic information or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Spancrete is further committed to assuring that employment decisions are based on valid job requirements. In addition, all personnel actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs and termination are administered fairly to all persons on an equal opportunity basis, with discrimination on the basis of protected categories named above.

Spancrete will not tolerate employees and applicants to be subjected to harassment, intimidation, threats, coercion or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation or hearing related to any federal, state or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful under the law.

Spancrete is committed to the principles of affirmative action and equal employment opportunity. Spancrete has selected the Vice President of Human Resources and Risk Management to serve as the company's Equal Opportunity Officer, who has overall responsibility for assuring compliance with this policy. In addition, the Equal Opportunity Officer will establish and maintain an internal audit and reporting system to allow for effective management of our programs.

Spancrete maintains affirmative action plans for minorities, women, individuals with disabilities and veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to the Equal Opportunity Officer, who is responsible for the implementation of the plan. All employees are responsible for supporting the concept of equal employment opportunity and affirmative action and assisting and cooperating in meeting our plan goals.

If you wish to view these plans, contact the Equal Opportunity Officer during normal business hours and arrangements will be made for the areas of the plan available for inspection under the law.