

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

It is the policy of Ervin Cable Construction, LLC not to discriminate against any applicant for employment, or present employee, because of race, color, religion, creed, national origin, age, sex, disability, veteran status, or any other factor protected by applicable federal, state, or local law.

Ervin Cable Construction, LLC will take affirmative action to ensure that the EEO/AA Policy is implemented with particular regard, but not limited to: recruiting, hiring, compensation, training, promotion, transfer, discipline, layoff, recall, and termination. Ervin Cable Construction, LLC will continue to make it understood that the EEO/AA Policy is applicable to all of the Company's employment decisions and that they are to be based on individual merit only.

All current employees of Ervin Cable Construction, LLC are requested to encourage qualified disabled persons, minorities, females, special disabled veterans, and Vietnam Era veterans to apply for employment vacancies with the Company. It is the policy of Ervin Cable Construction, LLC to satisfy all reasonable special accommodations for qualified disabled individuals.

It is the policy of Ervin Cable Construction, LLC to ensure and maintain a working environment free of coercion, harassment and intimidation at all job sites, and in all facilities at which employees are assigned to work. The Human Resources Department has overall responsibility for this policy and maintains reporting and monitoring procedures. Employees' questions or concerns should be referred to the Human Resources Director or his/her designee. The Company's system for resolving complaints is available to employees without fear of retaliation. Appropriate disciplinary action may be taken against any employee willfully violating this policy.

Any violation of this policy should be immediately reported to your supervisor, the Legal Department, or the Company EEO Officer identified below:

Steve Sheffer
P.O. Box 10
Sturgis, KY 42459
270-333-3366 ext. 2021