

J T RUSSELL & SONS, INC'S EEO/AA POLICY STATEMENT

Note: The EEO/AA Policy statement must be posted at company offices and all job sites.

REQUIRED BY FHWA 1273

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, national origin, age or disability. 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, pre-apprenticeship, and/or on-the-job training.

NOT REQUIRED BY FHWA 1273

J T Russell & Sons, Inc. will take affirmative action to ensure that the EEO/AA Policy is implemented with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, termination, transfer, upgrade, working conditions and selection for training to include apprenticeship, pre-apprenticeship and on-the-job training.

J T Russell & Sons, Inc. will continue to make it understood to the employment sources/agencies with which it deals, and in employment opportunity announcements/ads, the above mentioned EEO/AA Policy and that all of the company's employment decisions are based on individual merit only.

All current employees of J T Russell & Sons, Inc. are requested to encourage qualified disabled persons, minorities, females, special disabled veterans, and Vietnam Era veterans to apply for employment, on-the-job training or for union apprenticeship. It is the policy of J T Russell & Sons, Inc. to satisfy reasonable special accommodations for qualified disabled individuals.

It is the policy of J T Russell & Sons, Inc. that all company activities, facilities and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided for privacy between genders. Disabled parking spaces may be assigned to accommodate accessibility needs.

It is the policy of J T Russell & Sons, Inc. 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. Any violation of the policy should be immediately reported to your supervisor or the Company EEO Officer identified below:

Julie Plyler
Corporate Office
221 Snuggs Street
Albemarle, NC 28001
(704) 982-2225