



4218 Yvette Street SW
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Phone: (319) 339-1543
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TO: All Employees

EQUAL EMPLOYMENT OPPURTUNITY POLICY

Policy

It is the policy of Apex Construction Company, Inc. to provide equal employment opportunities to all individuals without regard to race, color, religion, sex, national origin, age, veteran, marital status, sexual orientation, creed, gender identity or handicapped status, in accordance with all applicable State and Federal Laws. This policy covers all phases of employment, including but not limited to, recruiting, hiring, placement, upgrading, promotion, demotion or transfer; layoff, recall and termination; rates of pay or other forms of compensation, fringe benefits and selection for training; to the use of all facilities and to participation in all company sponsored employee activities. To ensure that employment and promotional decisions are made in accordance with equal employment opportunity, the company imposes only valid requirements for these opportunities. This policy shall be periodically brought to the attention of the supervisory force and shall be administered with a positive attitude.

It is the responsibility of each supervisor to ensure affirmative implementation of this policy in order to avoid any discrimination in employment. All employees are expected to recognize this policy and cooperate with its implementation. Violation of this policy is a disciplinable offense.

This statement reaffirms Apex Construction Company, Inc's commitment to continue to carry out the policy of equal employment opportunities. We have made substantial progress in equal opportunity in recent years, and will continue to move forward.

Employees are encouraged to contact the EEO Officer with any questions, concerns or complaints they may have regarding equal employment.

Harvey E. Miller
EEO Officer
Apex Construction Company, Inc.
4218 Yvette St. SW
Iowa City, IA 52240
319-339-1543