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East Coast Asphalt LLC
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East Coast ASPHALT

“An Equal Opportunity Employer”

January 4, 2016

East Coast Asphalt EEO Policy Statement Affirmative Action Plan Regarding Equal Employment Opportunity

Message

It is the policy of East Coast Asphalt LLC., to take affirmative action in providing equal employment to all qualified persons without regard to race, creed, color, sex, national origin, age, handicap, or veteran status. Per the FHWA 1273 Operating Policy East Coast Asphalt LLC states the following:

"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."

It is the extended policy of this company to cooperate to the fullest extent with the applicable regulations of the Civil Rights Act of 1964 and Executive Order No. 11246, of September 24, 1965. This policy pertains so far as the responsibility of this company is concerned, to any arrangement under which employees, including apprentices and trainees, are selected or referred for work.

Ray Ricketson, Owner

Jeff Ellis, EEO Officer

“East Coast Asphalt LLC is a Georgia Department of Transportation Pre-Qualified Contractor.”