



EQUAL EMPLOYMENT OPPORTUNITY POLICY

The following is the declared Equal Employment Opportunity Policy of **Gregori Construction Inc.** Adherence to this policy is required by Gregori Construction Inc. of its all suppliers and subcontractors:

1. It is the policy of **Gregori Construction Inc.** to assure that applicants are employed, and that employees are treated during employment without regard to their race, religion, sex, age, color, or national origin. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation; selection for training, including apprenticeship, pre-apprenticeship, and/or on the job training. It is further the policy of Gregori Construction Inc. to encourage our employees to recruit and refer minority and female applicants for employment.
2. Solicitations for Employment place by or on behalf of this company shall state that all qualified applicants will be considered for employment without regard to race, creed, color, sex, physical handicap, or national origin.
3. In the area of hiring:
 - (a) Minority and/or female applicants for all jobs will be considered without discrimination. This fact will be so advertised.
 - (b) This company will cooperate with all trade unions with whom it is associated in the development of programs to assure qualified and/or potential minority and/or female employees or equal opportunity in employment within the construction trades. This policy will be continued for any new or negotiated trade union agreement of which this company may be a party.
 - (c) This company's policy regarding Equal Employment Opportunity will be furnished to all supervisory personnel, and all such supervisory personnel will be required to endorse this policy, indicating understanding of the policy and agreeing to carry it out.
 - (d) A copy of this policy will be posted at each job location, where it can be readily seen by applicants for employment, as well as employees.
 - (e) Interviews with prospective employees, suppliers, or construction subcontractors will be made without regard to race, color, creed, sex, disability, or national origin.



4. The management of this company shall meet periodically to discuss the ways and means of furthering Equal Employment Opportunity within the company and to review the progress made in minority and female employment representation.
5. The payroll department of this company will periodically check pay and fringe benefits, where applicable, for present employees with equivalent duties to assure that no inequities in rates of pay exist, and to assure that compensation of existing employees who have converted to on-the-job training status has not been reduced.
6. Lay-offs or terminations of duties necessitated at any time in the operation of this company will be made on a non-discriminatory basis.
7. Minority and/or female group subcontractors and suppliers, and subcontractors with minority/female representation will be encouraged to bid for subcontract work.
8. All employees of this company are encouraged to recruit female and minority applicants for employment.
9. The following Federal laws and guidelines are hereby invoked by reference:
Title VII of the Federal Civil Rights Act of 1964, U.S. Department of Labor Equal Opportunity Clause (41 CFR 60-1.4), Section 3 of the Housing and Urban Development Act of 1968, Section 109 of the Housing and Community Development Act of 1974, Executive Order 11625, and Executive Order 12138