



SOUTHERN
Concrete & Construction, Inc.

**EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION POLICY**

Southern Concrete & Construction, Inc. is an Equal Employment Opportunity Affirmative Action employer. We are committed to the elimination of barriers that restrict the employment opportunities available to women, minorities and the disabled. We recognize that equal employment opportunity requires affirmative steps to ensure the full utilization of people of all backgrounds who possess the best available skills. All employees are encouraged to refer female and minorities workers to our company. Southern Concrete hires and provides training to all employees on a nondiscriminatory basis.

It is the policy of Southern Concrete to assure that qualified applicants are employed, and that employees are treated during employment, without regard to race, color, religious creed, veteran status, age, marital status, national origin, ancestry, sex, sexual orientation, medical condition, pregnancy, mental or physical disability, unless it is shown that such disability prevents performance of the work involved. 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, preapprenticeship, and/or on-the-job training. Southern Concrete is fully committed to preventing and correcting unlawful discrimination in its employment policies, procedures, practices and operations. It is the responsibility of Southern Concrete's supervisors and foreman to assure that no person will be discriminated against or be denied the benefit of any activity, program or employment process in the areas of recruitment, hiring, promotions, terminations or rates of pay.

All Southern Concrete's employees are responsible for performing their duties in a nondiscriminatory manner. Discrimination, harassment or intimidation of any kind will not be condoned or tolerated. Sexual harassment is a form of sexual discrimination and is prohibited by this company. We must remain committed to maintaining a work environment that is free of retaliation and free of harassment. Supervisors and foreman must continually monitor the workplace to ensure this objective. By fostering an atmosphere where all persons are treated with dignity and respect, we can create a model workplace that is free from discrimination.

This policy and practice applies to all persons, particularly those who are members of the protected classes identified as being African American, Hispanic, Asian, Native American Indian, Women or persons with disabilities. Southern Concrete will implement, monitor and enforce this affirmative action policy in conjunction with all Federal and State laws. Supervisors and foreman will be advised of their responsibility to ensure the success of this program.

It is also the policy of Southern Concrete & Construction, Inc. to comply with all applicable rules and regulations of the Civil Rights Acts of 1964, Required Contract Provisions-Federal-Aid

PO BOX 1673, 1101 Trammell Road, Anderson, SC 29622 (29621)
Telephone: 864-367-0992 Fax: 864-367-0993





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Construction Contracts-FHWA 1273, Executive Order No. 11246 and its amendments, the Minority Business Enterprise Executive Order No. 11625, the Employment of Handicapped Persons Executive Order No. 11758, Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act, and all other relevant state and local regulations. This policy will be applied to all phases of employment relationships with this company.

Southern Concrete & Construction, Inc. expects all of its employees, at all levels, to insure their actions fully comply with the letter and spirit of this policy. In addition, supervisors and foreman have a responsibility to provide a work place where employees can thrive. Any employee who hears or sees any form of discrimination amongst coworkers has the responsibility to report the incident to a supervisor and call the main office at 864-367-0992 immediately. Each complaint will be investigated and any violations will be remedied. The complaining employee will not be affected in employment with the company as a result of bringing the harassment complaints to the attention of the company.

Quintin Payton is the company's EEO Officer and is responsible for administering the company's EEO Policy. Anyone having questions, comments or complaints regarding the company's equal employment policy should contact Quintin Payton at 864-367-0992. If complaints remain unresolved by our company, please contact any of the following for further assistance:

Office of Federal Contract Compliance
US Department of Labor
1835 Assembly Street, Room 608
Columbia, SC 29201
803-765-5244/803-765-5245

Equal Employment Opportunity Commission
15 South Main Street
Greenville, SC 29601
864-241-4400
800-669-4000 Toll Free

SCDOT External Equal Opportunity Program
Office of Business Development & Programs
Post Office Box 191
Columbia, SC 29201
803-737-1372/803-737-2021 fax

SC Human Affairs Commission
2611 Forest Drive
Columbia, SC 29204
803-737-7800
800-521-0725 Toll Free

Quintin Payton
EEO Officer
qpayton@southernconcretedbe.com

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