



736 Ekastown Road • PO Box 121 • Sarver, PA 16055

Phone: (724) 353-1322 • Fax: (724) 353-2486

AVENUES OF APPEAL / COMPLAINT

Any employee who feels he or she has been discriminated against should contact the following:

Initial Appeal:

The employee shall present their complaint orally or in writing within 20 working days of the date of its occurrence to:

Andrew M. Gregori Vice President / Company EEO Officer	724-353-1322 or 724-822-3705 Office Number / Cell
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(The Vice President shall attempt to resolve the matter and report a decision to the employee orally or in writing within 10 days of knowledge of the complaint)

OR

Secondary Appeal:

If the complaint has not been satisfactorily resolved, the employee shall present their appeal orally or in writing within 10 days to:

Peter N. Gregori President	724-353-1322 or 724-822-5057 Office Number / Cell
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(The President shall attempt to resolve the matter and report a decision to the employee orally or in writing within 10 days of knowledge of the complaint)

Further Appeal Steps

IN THE EVENT THE COMPLAINT HAS NOT BEEN SATISFACTORILY RESOLVED VIA THE AFOREMENTIONED APPEAL PROCEDURES, AND THE EMPLOYEE FEELS FURTHER ACTION IS WARRANTED, REFER TO THE FEDERAL AND STATE POSTERS, BOTH OF WHICH ARE POSTED ALONG WITH THIS NOTICE

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	300 DAYS
PA HUMAN RELATION COMMISSION	180 DAYS
PA DOT	90 DAYS