



AFFIRMATIVE ACTION PLAN

The following is the declared Affirmative Action policy of Gregori Construction Inc. This policy applies equally to any subcontractor working for Gregori Construction Inc.

1. All provisions of Title VI of the Federal Civil Rights Act of 1964, President's Executive Order 11246, and Section 3 of the Housing and Urban Development Act of 1968 shall be followed to provide equal opportunity within the company for all people regardless of race, creed, color, sex, and national origin. It is the policy of this company to promote the full realization of equal opportunity to a positive continuing program in the areas of employment policy and practice. Therefore, there shall be no discrimination against any employee or applicant for employment because of race, creed, color, sex, or national origin. This nondiscrimination policy includes but shall not be limited to employment, upgrading, demotion, transfer, recruitment, recruitment advertising, lay-off or termination, and rates of pay or other forms of compensation. Further, there shall be no discrimination in the selection of training, including apprenticeship.
2. Solicitations for employment placed by or on behalf of our company shall state that all qualified applicants shall be considered for employment without regard to race, creed, color, sex, or national origin.
3. The designated Equal Opportunity Officer will implement the efforts of this firm to advise and keep informed all personnel including superintendents and foremen.
4. **HIRING:**
 - Minority applicants for all jobs will be considered without discrimination. This fact will be so advertised.
 - This company will cooperate with all associated unions in the development of programs to assure qualified and/or potential minority employees, including apprentices, equal opportunity in employment within the construction trades. This policy shall be continued in any new or negotiated union agreements of which we will be a party.
 - The company shall use apprentices and summer part-time trainees, particularly from minority groups, as the work needs arise.



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5. TO FURTHER ELABORATE ON THE HEREIN STATED POLICY:

- This company policy regarding equal opportunity employment shall be furnished to all supervisory personnel, and all such personnel will be required to endorse this policy indicating understanding of the content and pledging to carry it out.
 - A copy of this policy shall be posted at each project location so as to be available for review by all employees as well as all applicants for employment.
 - Interviews with prospective employees, suppliers, or subcontractors will be made without regard to race, color, creed, sex, or national origin.
6. The management of this company shall meet periodically to discuss the ways and means of furthering equal opportunity employment within the company operations and to review the progress made in minority employment representation.
7. The payroll department of this company shall periodically check pay and fringe benefits for present employees with equivalent duties to assure that no inequities in rates of pay exist, and to assure the compensation of existing employees who have converted to on-the-job training status has not been reduced.
8. Lay-off or termination of duties necessitated at any time in the operation of this company shall be made on a non-discriminatory basis.
9. Minority group subcontractors and sub-contractors with minority representation among employees shall be encouraged to bid for sub-contract work.

We are hopeful that the information submitted meets all the requirements as required by the Equal Opportunity Division.

Gregori Construction Inc.
