GREGORI CONSTRUCTION INC

736 Ekastown Road • PO Box 121 • Sarver, PA 16055 Phone: (724) 353-1322 • Fax: (724) 353-2486

Company EEO Policy Statement

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; and 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.

Work Environment Statement

It is the policy of this company to ensure and maintain a working environment free of harassment, sexual harassment, intimidation, and coercion at all sites, and in all facilities at which our employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your supervisor or the company EEO Officer Tony Lascola at 724-353-1322.

Minority / Female Recruitment and Referral

Gregori Construction Inc. encourages our employees to recruit and refer minority and female applicants for employment. Please refer female and minority applicants for employment in accordance with our current employment procedures

Certification of Non-Segregated Facilities

Gregori Construction Inc. certifies that it does not maintain or provide for its employees any segregated facilities at any of its establishments, except that separate of single-user toilet and necessary changing facilities shall be provided to assure privacy of the sexes.

Notification of Training Opportunities

Gregori Construction Inc. hires through the local trade Unions for the heavy- highway construction projects. The local trade Unions offer training and apprenticeship classes for the construction trades. If you are interested contact one of the local trade Unions.

Notice to Unions of Dissemination of EEO Policy

Gregori Construction Inc. will continue to make its EEO policy known to the employment entities with whom we deal and in our employment opportunity announcements that employees and applicants for employment will be hired, upgraded, promoted or advanced, demoted, transferred, recruited, laid-off, or terminated, compensated, and trained without regard to their race, religion, sex, color, national origin, age, or disability. We request the cooperation of the entities with whom we deal to assist our company in meeting its EEO obligations. It is also the policy of Gregori Construction Inc. to provide reasonable accommodations for qualified disabled individuals.

Notice Identifying EEO Officer

The EEO Officer for Gregori Construction Inc. is Tony Lascola. He may be contacted in writing at PO Box 121, Sarver PA 16055, or by phone at 724-353-1322 (7:00 AM – 5:30 PM) or at 724-713-8380 (all other times).

Avenues of Appeal

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:

Tony Lascola, Vice President **724-353-1322**

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:

Lance Shreffler, President **724-353-1322**

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 DEPARTMENT OF TRANSPORTATION:
90 DAYS

Additional information regarding the aforementioned policies may be obtained from the undersigned.

Tony Lascola, EEO Officer