



WENGER
C O M P A N I E S

EEO POLICY

WengerCompanies.com

330-837-4767

Wenger Excavating Inc. EEO Policy

It is the policy of Wenger Excavating, Inc. that equal employment opportunity be afforded to all qualified persons without regard to race, color, sex, national origin, age or disability.

Wenger Excavating, Inc. will take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to their race, religion, color, sex, national origin, age or disability. Such action will 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.

Wenger Excavating, Inc. will make every effort to comply with minority utilization goals and will distribute this policy to each subcontractor and request that they do likewise.

Date: March 1, 2005

WENGER EXCAVATING INC.

Howard J. Wenger, President

Merle R. Wenger, EEO Officer (330)837-4767