



JAMES STEELE CONSTRUCTION

(4) EEO/AA POLICY STATEMENT (Equal Employment Opportunity/Affirmative Action Statement)

This statement is to reaffirm James Steele Construction Company's policy on providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically including Chapter 139.50 and 141 of the Minneapolis Civil Rights Ordinance and the Rules and Regulations as applicable.

James Steele Construction Company will not discriminate against any employee or applicant for employment because of race, color or creed, religion, ancestry, national origin, sex, affectional preference, disability, age (40-over), marital status, or status with regard to public assistance or local human rights commission activity.

James Steele Construction Company will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

James Steele Construction Company prohibits the harassment of any employee or job applicant on the basis of their protected class status.

James Steele Construction Company will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

James Steele Construction Company will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this Company or subcontractors to this company who do not comply with the Equal Employment Opportunity Policies and Procedures set forth in this Statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the Federal, State and Local governing bodies or agencies thereof, specifically including Chapter 139.50 of the Minneapolis Civil Rights Ordinance will be subject to appropriate legal sanctions.

James Steele Construction Company has appointed R.J. Naughton as EEO Coordinator to manage the Equal Employment Opportunity Program. The responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. If any employee or applicant for employment believes he/she has been discriminated against, please contact the EEO Coordinator.

R.J. Naughton

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Equal Opportunity Employer