



PO Box 370 Euless, Texas 76039
Voice: (817) 267-3131 / Fax: (817) 267-1878

Equal Employment Opportunity Policy Statement

It is the policy of this company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

On-the-job training is offered to all applicants for employment and to all employees who wish to upgrade their skills in any classification used by the company, whenever a vacancy occurs.

We will continue to make it understood by the employment entities with whom we deal and our employment announcements that the foregoing is our policy. Applicants and employees will be hired, compensated, trained, advanced, demoted, transferred or terminated on the basis of their skill, devotion, honesty, and reliability.

Bill Evans is the EEO Officer for Reynolds Asphalt and Construction Company and has the responsibility of implementing the EEO Policy. He may be contacted at (817) 267-3131, 701 S. Industrial Blvd., Suite 100, Euless, Texas 76040.

All complaints of alleged discrimination should be immediately reported to his or her immediate supervisor or the company EEO Officer who will conduct an immediate and thorough investigation of all alleged discrimination complaints within five (5) days from the date a complaint is received. In addition, discrimination complaints can be filed with the following agencies:

Equal Employment Opportunity Commission
(800) 669-4000
<http://www.eeoc.gov>

The Texas Workforce Commission Civil Rights Division
(512) 463-2642
(800) 452-4778
<http://www.twc.state.tx.us>

Reynolds Asphalt and Construction Co.

Gary E. Reynolds

Gary E. Reynolds
President