



MAYER BROTHERS CONSTRUCTION CO.
1902 CHERRY STREET
ERIE, PENNSYLVANIA 16502

John H. Laver, III - President
Richard T. Weschler, Jr. - Vice President
Deborah A. Snyder - Asst. Secretary

Corporate Office (814) 452-3748
Fax (814) 455-7973
Asphalt Plant (814) 454-8807

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

It is the policy of Mayer Brothers Construction Co. to provide employment, training, levels of compensation, transfer and promotion opportunities, demotion, layoffs, terminations, and other employment actions without regard to race, color, religion, gender, national origin, age, disability status, or status as a veteran, including disabled veterans and Vietnam era veterans. Mayer Bros. now reaffirms its commitment to this policy of equal employment opportunity.

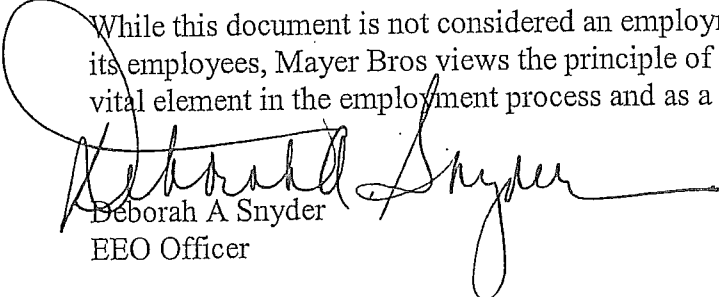
I, as EEO Officer of Mayer Bros Construction Co., direct all employees to commit themselves to support our Company's equal employment objectives.

In an effort to develop an effective affirmative action program, Mayer Bros. Construction Co. hereby reaffirms and formalizes its commitment to the principle of equal employment opportunity. Furthermore, it has been a longstanding policy of Mayer Bros. to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of his or her protected category or any other non-job-related characteristic.

In developing the affirmative action program, Mayer Bros. Construction Co. commits to:

- Recruiting, hiring, training, and promoting persons in all job classifications without regard to their protected category, or any other non-job related characteristic.
- Ensuring decisions regarding promotions are in accordance with equal employment opportunity requirements by imposing valid, job-related requirements for such promotions.
- Ensuring all personnel actions relating to compensation, benefits, transfers, terminations, training, and educational attainment are administered in a nondiscriminatory manner.

While this document is not considered an employment contract between Mayer Bros and its employees, Mayer Bros views the principle of equal employment opportunity as a vital element in the employment process and as a characteristic of good management.


Deborah A Snyder
EEO Officer



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NON-DISCRIMINATION POLICY

“It is the policy of Mayer Brothers Construction Co. to ensure 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, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, preapprenticeship, and/or on-the-job training.”