

## **EMPLOYMENT OPPORTUNITIES**

### **EQUAL EMPLOYMENT OPPORTUNITY:**

Williams Brothers Construction Company, Inc. is an Equal Employment Opportunity employer. WB provides employees equal opportunity with regards to employment, wages, promotions, transfers and training. This policy applies to all aspects of our employment relationship without regard to a person's race, creed, color or national origin, sex, age, or ability limitations. Equal encouragement is extended to all employees to prepare themselves to assume job responsibilities suitable to their individual abilities, talents, and interests.

### **AFFIRMATIVE ACTION:**

Williams Brothers Construction Co., Inc. is a non-union contractor and has no union affiliations or agreements governing employment practices. Williams Brothers Construction Co., Inc. Equal Employment Opportunity information is disseminated internally by letter to all new employees, postings on office and job bulletin boards and through periodic briefings of employees by the Equal Employment Opportunity Officer.

The Company's Equal Employment Opportunity Officer, as well as all minority employees are encouraged to recruit their friends and relatives for job vacancies which may occur.

The Company's Equal Employment Opportunity Policy is disseminated externally through newspapers, advertisements and discussions with contractors and suppliers and by notifying recruitment sources.

The company has a training program to train apprentices as well as unskilled employees to provide all employees with advancement opportunities. All minority personnel are continually evaluated for promotional opportunities and encouraged to seek promotions as warranted. Seniority practices are continually monitored to insure compliance with the Company's Equal Employment Opportunity Policy. All personnel activities are continually reviewed to insure that discriminatory practices are not in effect. All Company facilities are continually reviewed to insure compliance with non-segregated and non-discriminatory policies of this Company.

### **SEXUAL HARASSMENT:**

It is the policy of Williams Brothers Construction Company, Inc. to ensure and maintain a working environment free of harassment, intimidation and coercion at all sites and in all facilities at which Williams Brothers Construction Co., Inc. employees are assigned to work.

### **TEAM WORK:**

It is the responsibility of the Supervisor to ensure that all foremen and other on-site supervisory personnel are aware of and carry out Williams Brothers Construction Co., Inc. obligation to maintain such an environment. Each employee of Williams Brothers Construction Company, Inc. is part of a team. Each member has an important job to perform. We are only successful to the extent that each member performs his or her job to the best of their ability. Williams Brothers Construction Company, Inc. is committed to maintaining a work environment suitable for all employees to perform at their best.