



REEVES CONSTRUCTION COMPANY
101 Sheraton Court, Macon, GA 31210
Phone: 478-474-9092

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

We believe that in order to make our corporate equal employment opportunity effort effective, each Reeves employee must have a sense of personal commitment toward fulfilling our affirmative action objectives. Individual commitments of this kind will allow us to go beyond the minimum requirement of the law and help create solutions to some of society's most difficult problems.

It is in that spirit that I want to reaffirm the policy of Reeves Construction Company and subsidiaries – “It is the policy of this company to assure that applicants are employed, and that employees are treated during employment, without regard to race, color, religion, sex, age, national origin or disability. Such action shall include, but not limited to the following: employment, upgrading, demotion, or transfer; 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.”

Adherence to this policy and compliance with the law is expected of all Reeves employees. Reeves Construction Company does not discriminate against disabled applicants and employees, and it will make every effort to reasonably accommodate applicants and employees with disabilities.

Reeves Construction Company invites all disabled veterans and Vietnam Era veterans and individuals with disabilities who wish to benefit under the affirmative action program to identify themselves. This action shall be voluntary and will remain confidential.

In offering employment or promotions to disabled veterans and Vietnam Era veterans and individuals with disabilities, the contractor may not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

Employees who believe they have been the subject of harassment or discrimination should report such acts to the appropriate manager of their region or to the EEO Officer. Such reports will be investigated promptly and there will be no retaliation against any employee who reports such acts.

Randy England, EEO Officer, will continue to have responsibility for our Affirmative Action Program, to see that it is effectively implemented and to keep me informed of progress toward achieving the objectives of this policy. All employees are encouraged to refer qualified minorities and females to the company for openings. Each region will continue making the decisions which affect their affirmative action efforts. In conjunction with the Human Resources Department, each Region Manager will monitor the progress toward meeting its goals. The extent to which supervisors and managers successfully carry out this policy through the organization they direct will be a factor in measuring their performance.

Non-segregated Facilities: Reeves Construction Company does not and will not maintain or provide for its employees any segregated facilities at any of its establishments, and we do not permit its employees to perform their services at any location, under its control, where segregated facilities are maintained. As used in this statement, the term “segregated facilities” means any waiting rooms, work area, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation for entertainment area, transportation, and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, color, religion, or national origin, because of habit, local custom or otherwise.

A handwritten signature in black ink, appearing to read "Dan Garcia", written over a horizontal line.

Dan Garcia, President

A handwritten signature in black ink, appearing to read "Randy England", written over a horizontal line.

Randy England, EEO Officer