

AFFIRMATIVE ACTION PROGRAM

1. The Equal Employment Opportunity Officer shall formulate and carry out the provisions called for by Executive Order 11246, as amended.
2. Wehr Constructors, Inc.'s employment policy shall be posted at all jobsites and at the main office, and all superintendents and suppliers, including labor sources, shall be sent this policy statement.
3. Superintendents and Foremen shall be kept up to date on such policy and instructed individually and in meetings as to responsibilities thereunder. Further, bulletin boards shall be utilized to disseminate information.
4. All recruitment advertising shall include the phrase "Equal Opportunity Employer" when newspaper exposure is desired.
5. Provide summer employment as openings occur for youth at published wage rates. Insure equality of employment for minority group youth.
6. Employ as many apprentices as we can recruit or use.
7. Make it known in positive terms to all employees as well as the community at large that Wehr Constructors, Inc. is and practices being an equal opportunity employer.
8. Maintain an active file indicating affirmative action taken to comply with Executive Order 11246.

WEHR CONSTRUCTORS, INC.

Shawn Woosley

Shawn Woosley
Equal Employment Opportunity Officer

CENTRAL KENTUCKY OFFICE

1510 Newtown Pike, Suite 110
Lexington, KY 40511

FLORIDA OFFICE

9423 Corporate Lake Drive
Tampa, FL 33634

WESTERN KENTUCKY OFFICE

424 Highway US 31W Bypass
Bowling Green, KY 42101