

## **EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM POLICY STATEMENT**

It is the policy of AZCO Construction, Inc. and AZCO INC. (collectively the "Company") to observe and comply with the Civil Rights Act (Title VII) of 1964, the Federal Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Executive Order No. 11246, the Rehabilitation Act of 1973, the Veterans Readjustment Act of 1974, the Wisconsin Act of 167 of 1999, and all pertinent Executive Orders and regulations regarding equal employment opportunity.

Further, it is our policy to take affirmative action to hire employees without regard to race, color, religion, national origin, sex, disability, age, marital status, sexual preference, military and veteran status, or any other characteristic protected by federal, state or local laws.

The Company will act without discrimination in regard to the above in all employment practices. This policy applies to all terms and conditions of employment, including, but not limited to:

1. Recruiting, hiring and promoting in all job categories;
2. Decisions regarding employment such as transfers, job opportunities, layoffs, and recalls; and
3. All other personnel actions such as compensation, benefits, training, and education.

Employees will be judged solely by their qualifications for the particular job and will receive equal treatment after employment. None of the Company's facilities are to be segregated, classified or limited in any way that would adversely affect the status of the employee.

In accordance with federal regulations, the Company will make every good faith effort to fulfill obligations not only for minorities, but it will also establish specific affirmation action programs and standards for women in construction.

Disabled workers will not be discriminated against because of their handicaps. The Company understands that, according to federal regulations, "a handicap is any impairment which substantially limits one or more of a person's major life activities". In addition to recruiting, hiring and other conditions of employment, the Company will take affirmative action in training and in modifying job requirements and facilities for the physically or mentally handicapped to comply with these regulations.

The Company cooperates fully with the construction trade unions in development of programs, including apprenticeship, to assure qualified minority persons, women, the handicapped, disabled veterans or veterans of the Vietnam era of equal opportunity for employment in the construction trades and that all of the above conditions are met.

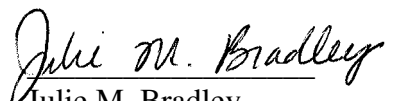
The Company will take appropriate steps to ensure that all employees are advised of our non-discrimination policy and of our interest in actively and affirmatively providing equal employment through notices on bulletin boards, notices in this office and in all field offices, publications and work with civic groups.

We will not retaliate against anyone who has opposed employment practices that may be illegal under the Acts or because he or she has testified or participated in any proceedings under the Acts.

Management will continue to be guided and motivated by this policy and with the cooperation of all employees, will actively pursue the goal of equal employment throughout the Company.



John P. Trottier  
President/CEO



Julie M. Bradley  
Human Resources Manager  
& Equal Opportunity Officer