



AFFIRMATIVE ACTION POLICY STATEMENT

As President of Calco Concrete Pumping Inc., I recognize the need for Affirmative Action, and I pledge my commitment to undertake positive actions to overcome the present effects of past practices of barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all the protected groups found to be underutilized in the workforce or affected by policies having an adverse impact. I further state that Calco Concrete Pumping Inc. will comply with the anti-discrimination provisions of the State and Federal laws and regulations.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, I have goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the workforce.

Where adverse impact is identified, the company will: (1) review its personnel policies and procedures to ensure that barrier, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) periodically review company hiring procedures to include the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of Calco Concrete Pumping Inc. to provide equal employment opportunities without consideration of race, color, religious creed, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities but, not limited to sexual orientation, political belief or criminal record. This policy applies to all aspects of the employer/employee relationship including, but not limited to recruitment, hiring, referrals, classifying, advertising training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

As President of Calco Concrete Pumping, I will make each manager involved in the implementation of this Plan, aware of his/her responsibilities to integrate this plan. This policy statement will be given annually to all managers. I will hold staff accountable for their affirmative action performance.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Mary Parker, Human Resources Officer, telephone at (970) 524-7922.

Jamie L. Bates
President
Calco Concrete Pumping, Inc.