

## **EQUAL EMPLOYMENT OPPORTUNITY**

E.T. Simonds Construction Company is an Equal Employment Opportunity employer, and as such, provides equal employment opportunity for all applicants and staff in the workforce without regard to race, religion, color, sex, age, national origin, disability, marital status, status as a disabled veteran or veteran of Vietnam Era, sexual orientation or any other status or condition protected by applicable state and federal laws. This Equal Employment Opportunity policy is designed to assure that all personnel actions, such as hiring, compensation, benefits, transfers, layoffs, return from layoffs, company sponsored training, education, tuition assistance, and any social and recreational programs will be administered without regard to race, religion, color, sex, age, national origin, marital status, disability, veteran status, sexual orientation, or any other condition protected by applicable state and federal laws.