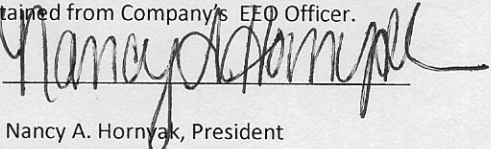




3000 Blair Road  
 P.O. Box 930  
 Fairview, PA 16415-0930  
 Phone: 814.474.4777  
 Fax: 814.474.2848

<p>Company EEO Policy Statement: It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include employment, upgrading, demolition, or transfer, recruitment or 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.</p>	<p>Work Environment Statement: It is the policy of this company to ensure and maintain a working environment free of harassment, sexual harassment, intimidation, and coercion at all sites, and in all facilities at which our employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your supervisor or the company EEO Officer.</p>
<p>Notice encouraging employees to refer minority and female applicants for employment: We encourage the help of all employees in referring minority and female applicants for employment. If you know a minority and/or female who is seeking employment, please refer them to Concrete Services Corp., at 814-474-4777.</p>	<p>Certification of Non-segregated Facilities: Concrete Services Corp. certifies that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy of the sexes.</p>
<p>Notice informing employees of available training program and entrance requirements: We are participating in an on the job training program for the heavy highway construction industry. If you are interested in developing a skill in a craft, please contact Jim Hornyak, at 814-474-4777. He will explain the program to you in detail. The only requirement is that you have the desire and ability to develop a skill in the craft in which you are interested.</p>	<p>Notice to unions disseminating EEO commitments and responsibilities and requesting their cooperation: Concrete Services Corp. will continue to make the company EEO policy known to the employment entities with whom we deal and in our employment opportunity announcements that employees and applicants for employment will be hired; upgraded, promoted or advanced, demoted; transferred; recruited; laid off or terminated; compensated; and trained without regard to their race, religion, sex, color, national origin, age or disability. We will request the cooperation of the entities with whom we deal to assist our company in meetings its EEO obligations. It is also the policy of this company to provide reasonable accommodations for qualified disabled individuals.</p>
<p>Complaint Procedures: Any Complaint of alleged discrimination by this company, its supervisors, or employees, or any person or organization acting on behalf of the company, should immediately be called to the attention of the company Equal Employment Opportunity Officer.</p> <p>Notice identifying company EEO Officer by name and contact information: The Equal Opportunity Officer for Concrete Services Corp. is Emily Hornyak. She may be contacted in writing at PO Box 930, Fairview, PA 16415 or calling 814-474-4777 before 5pm. After this time she may be reached at 814-440-4816.</p> <p>Additional Information regarding the aforementioned policies may be obtained from Company's EEO Officer.</p> <p>Signed By:         Nancy A. Hornyak, President</p>	<p>Sexual Harassment Policy: Each employee of Concrete Services Corp. is entitled to a work environment free of sexual harassment. CSC prohibits harassment in any form. Harassment on the basis of sex is a violation of Section 703 Title VII of the Civil Rights Act of 1964 and the Guidelines of Sexual Harassment adopted by the Equal Opportunity Commission and the PA Human Relations Commission. Unwelcome sexual advances, requests for sexual favors, and or other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. We will not tolerate such actions in the day to day activities of this company. Those guilty of such behavior and those supervisory personnel who knowingly allow it to exist will be subject to disciplinary action. Complaints of alleged sexual harassment and reports of such incidents should be documented and addressed to Emily Hornyak, EEO Officer.</p>