

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Hickory Sealing and Striping, Inc. not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

Hickory Sealing and Striping, Inc. will take affirmative action to ensure that the EEO policy is implemented, with particular regard to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

Hickory Sealing and Striping, Inc. will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy and all employment decisions are based on individual merit only.

All current employees of Hickory Sealing and Striping, Inc. are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training, or for union accommodations for qualified disabled individuals.

It is policy of Hickory Sealing and Striping, Inc. that all company activities, facilities, and job sites, are non-segregated. Separate or single-user toilet and changing facilities are provided to assure policy.

It is the policy of Hickory Sealing and Striping, Inc. to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities, and job sites at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO officer.

EEO Officer: Savannah Williams

Address: 2300 Monteith Lane Connelly Springs, NC 28612

Phone: 828-390-2454

Signature: Savannah Williams

Date: 8-29-24