

**A S P H A L T**



**S P E C I A L T I E S C O .**

10100 Dallas St. • Henderson, CO 80640 • (303) 289-8555 • Fax: (303) 289-7707

**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

It is the policy of Asphalt Specialties Co., Inc. to afford equal opportunity to all qualified persons regardless of race, color, religion, age, sex, national origin or disability. We will provide that employment opportunity in full compliance with the Civil Rights of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1974, the Americans with Disabilities Act of 1992, and all other applicable laws and regulations, including all contract provisions.

We will recruit, hire, and promote in accord with that policy. We will base decisions on employment so as to further the principle of equal employment opportunity. We will insure that promotional decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunity. We will insure that all other personnel actions, such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance, social and recreational programs will be administered consistent with this policy of equal employment opportunity.

Further, we will take appropriate affirmative action to employ and advance in employment qualified minority group members, women, disabled or handicapped individuals, disabled veterans, and veterans of the Vietnam Era.

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Subcontractor Signature

Date