



Dolan Concrete

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Dolan Concrete Construction is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available persons in every job. Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, age, national origin or ancestry, status as a disabled veteran or veteran of the Vietnam Era, physical or mental disability, and medical condition including genetic characteristics, sexual orientation, and pregnancy. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

Dolan Concrete Construction is committed to compliance with all applicable laws providing equal opportunities. This commitment applies to all persons involved in the operations of Dolan Concrete Construction and prohibits unlawful discrimination by any employee of the Company, including supervisors and co-workers.

In addition, the company policy of nondiscrimination prevails throughout every aspect of the employment relationship, including: recruitment, selection, companies sponsored training/compensation, promotion, transfer, layoff, termination, and social and recreational programs.

The company further recognizes that the effective application of a policy of equal employment involves more than just a policy statement and will, therefore, undertake a program of affirmative action to make known that equal employment opportunities are available on the basis of individual merit. As well as encourage all persons to seek employment with the company and to strive for advancement on this basis.

Furthermore, to comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, the Company will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact their supervisor, department head or the E.E.O. Officer and request such an accommodation. The individual with the disability should specify what accommodation he or she needs to perform the job. The Company then will conduct an investigation to identify the barriers that interfere with the equal opportunity of the applicant or employee to perform his or her job. The Company will identify possible accommodations, if any, that will help eliminate the limitation. If the accommodation is reasonable and will not impose an undue hardship, Dolan Concrete Construction will make the accommodation.

In keeping with this policy, I have designated Gabriel V. Gutierrez as EEO officer with the overall responsibility for administering our Affirmative Action Program and monitoring the result and reporting those results to me. If you believe you have been subjected to any form of unlawful discrimination, submit a written complaint to your supervisor or E.E.O. Officer. Your complaint should be specify and include the names of the individuals involved and the names of any witnesses. The Company will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the situation. If the Company determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. Dolan Concrete Construction will not retaliate against you for filing a complaint and will not knowingly permit retaliation by management employees or your co-workers. All employees are expected to cooperate fully with the implementation of these policies. Any employee wishing to take advantage of our programs should contact Gabriel V. Gutierrez at 481 Auzerais Avenue San Jose, CA 95126 or by telephone at 408-869-3250.


Leo A. Gutierrez
President

September 28, 2004