



West Bay Construction, Inc.

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SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY

TO WHOM IT MAY CONCERN:

It has been the policy, and will continue to be the policy, of West Bay Construction, Inc. to assure that applicants for employment and employees are treated fairly and equitably without regard to race, religion, sex, color, age or national origin. This policy shall extend to, but not be limited to employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, election for training, including apprenticeship or on-the-job training.

Further, it shall be our continuing policy to comply with Executive Order 11246, Sept. 24, 1965, with revisions, Dec. 1980 and April 1984, Required Contract Provisions Federal-Aid Construction, Contracts DBE Utilization Attachment, Sept. 1987, with revisions of January 1989 and September 1992 and EEO Special February 1976, Revise April 1984 and November 22, 1988 to seek out minority groups to provide equal employment opportunities.

I am the Corporate EEO Officer, and I am responsible to implement the Company Equal Employment Opportunity Policies. If you have any questions, regarding Company policies or individual problems, please do not hesitate to contact me.

Frank L. Corradetti, PE
President/Corporate EEO Officer