

EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE STATEMENT

It is the policy of AZCO INC. not to discriminate against any employee or subcontractor for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation or nation origin. This policy shall include, but not be limited to, the following: recruitment and employment, subcontractor hiring, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. Except with respect to sexual orientation, this company further agrees to take affirmative action to ensure equal employment opportunities.

All personnel who are responsible for hiring and promoting employees and subcontractors and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

AZCO INC. advertises job openings and subcontract bids in unions, areas, centers and publications designed to reach women and minority groups. Advertisements for employment state that discrimination will not be practiced.

AZCO INC. agrees to comply with all orders, rules and regulations as set forth by city, state and federal legislation in regard to employment discrimination.

AZCO INC. certifies that we do not maintain segregated facilities, initiate or continue during the course of a project contract that our employees will not be allowed to work at any location, under the contractor's control, where segregated facilities are maintained. "Segregated facility" shall mean waiting rooms, work areas, restrooms and washrooms, restaurants and eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drink fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated either by directive or are in fact separated on the basis of race, creed, color or national origin due to habit, local custom or otherwise.