



*Asphalt Paving
Road and Site Construction*

**"Building Infrastructure
For the 21st Century"**

11808 St. Rd. 205 E
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EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION POLICY

It is the policy of **API Construction Corp.** that Equal Opportunity be afforded to all qualified persons without regard to race, color, national origin, disability, sex, sexual orientation, gender identity, religion, age, low income status or limited English proficiency, as proscribed by the CIVIL RIGHTS ACT OF 1964. In support of this policy, API Construction Corp. further recognizes that the effective application of a policy of Equal Employment Opportunity involves more than just a policy statement, and is committed to the promotion of Affirmative Action.

It is the policy of **API Construction Corp.** to take affirmative action to assure that applicants are employed, and that employees are treated during employment, without regard to their race, color, national origin, disability, sex, sexual orientation, gender identity, religion, age, low income status or limited English proficiency. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, preapprenticeship, and/or on-the-job training.

Holly A. Fike has been designated as our company EEO Officer. This individual has been given the responsibility to establish, monitor and audit systems that will guide our company and management on the status of equal employment opportunity and affirmative action.

Holly A. Fike may be contacted at:

**P.O. Box 191
11808 SR 205 East
Laotto, In 46763**

**Phone: 260-897-2743
E-Mail: h.fike@apiland.net**

We submit the above plan to comply with the Civil Rights Act of 1964, as amended, the Federal Highway Act of 1968, the Executive Order 11246, and 11375, the Rehabilitation Act of 1973, as amended, the Disabled Veterans and Vietnam Era Veterans Readjustment Act of 1974, as amended, the Indiana Civil Rights Act, and other Federal and State Laws and Regulations pertaining to Equality of Opportunity and Affirmative Action Policies.

A handwritten signature in black ink, appearing to read "Kirk Braun".

Kirk Braun, President
API Construction Corp.

*Serving Northeast Indiana, South Central Michigan and Northwest Ohio
Asphalt Plants located near Angola and Auburn/Ft. Wayne
INDOT Prequalified
- Equal Opportunity Employer -*

