



Equal Opportunity Policy

It is the official policy of Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) to provide equal employment opportunity for all persons without regard to their race, color, creed, religious belief, national origin, ancestry, marital status, sexual orientation, disability, use of lawful products, arrest or conviction record, honesty testing, pregnancy or childbirth, genetic testing, military service membership, veteran status, age or sex in hiring, placement, promotions, upgrading, transfer or demotion, layoffs, terminations, rehires, rates, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, or selection for training including apprenticeship and on-the job training.

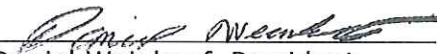
Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) commits to this policy to assure compliance with the Civil Rights Act of 1964 and Federal Executive Order No. 11246 and/or other subsequent orders that may pertain to this program, and other State statues and Federal laws and/or other subsequent orders that may pertain to this program, and to reaffirm our continued commitment to a program of equal employment opportunity and merit employment policies.

Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) also recognizes that the effective application of a policy of merit employment involves more than just a policy statement and, therefore, undertakes a program of affirmative action that makes sure that equal employment opportunity is available on the basis of individual merit and to encourage all persons to see employment with Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) and to strive for advancement on this basis.

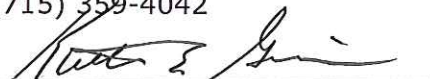
We expect that all subcontractors, vendors, suppliers, and trucking firms, where applicable, to comply with our Equal Opportunity Program and further comply with all Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) company policies.

Integrity Grading and Excavating, Inc. (IGE) and Integrity Utility Pros, Inc. (IUP) uses every effort to comply with all requirements set forth in the FHWA 1273 Provision.

Integrity Grading and Excavating, Inc. (IGE) & Integrity Utility Pros, Inc. (IUP) has appointed Ruth E. Geier as the EEO Officer. Any Suspected violations of the policy should be reported to her as soon as possible. You may contact Ruth E. Geier at 715-359-4042 or 715-297-1303 or at the office located at 605 Grossman Dr., Schofield, WI 54476.


Daniel Weinkauf, President
605 Grossman Drive
Schofield, WI 54476
(715) 359-4042

2/6/18
(Date)


Ruth Geier, EEO Officer
605 Grossman Drive
Schofield, WI 54476
(715) 359-4042

2/6/18
(Date)

