



E&B PAVING, Inc
World-Class Solutions at a Local LevelSM

NOTICE TO ALL EMPLOYEES

MINORITY AND FEMALE RECRUITMENT POLICY

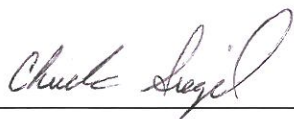
It is the policy of E & B PAVING, INC. to encourage present minority and female employees to recruit other minority and female persons for employment. Interested parties may contact:

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CORPORATE HUMAN RESOURCES MANAGER
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January 19, 2015



GARY STEBBINS
President



CHUCK SIEGEL
Corporate Human Resources Manager

AN EQUAL OPPORTUNITY EMPLOYER

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