

# REDSTONE CONSTRUCTION

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

This Statement is to reaffirm Redstone Construction LLC's policy of providing equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of federal, state and local governing bodies or agencies thereof, specifically the Civil Rights Act of 1964 and Executive Order 11246 as amended; the Vietnam Era Veterans Readjustment Act of 1974, the Federal Register, 41 CRF 60-741, April 16, 1976 for Handicapped Workers, Chapter 139.50 of the Minnesota Civil Rights Ordinance Rules and Regulations, Chapter 183, St. Paul Legislative Code, as amended and the Minnesota Human Rights Act, Chapter 363, as applicable.

Redstone Construction LLC will not discriminate against any employee or applicant for employment because of race, color, creed, religion, ancestry, national origin, sex, affectional preference, disability, age(40-70), marital status, or status with regard to public assistance,

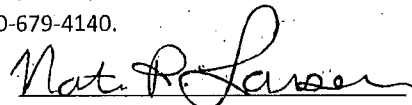
Redstone Construction LLC will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Redstone Construction LLC will use its best efforts to afford minority and female business enterprises with the maximum practicable opportunity to participate in the performance of subcontracts for construction projects that this Company engages in.

Redstone Construction LLC will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

Redstone Construction LLC will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these affirmative action objectives as well as other established criteria. Any employees of this Company or subcontractor to this Company who does not comply with the Equal Opportunity Policies and Procedures as set forth in this statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the federal, state and local governing bodies or agencies thereof will be subject to appropriate legal sanctions.

Redstone Construction LLC has appointed **Aaron Larson** to manage the Equal Employment Opportunity Program. His responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by federal, state and local agencies. If any employees or applicant for employment believes he/she has been discriminated against, please contact **Aaron Larson**, Redstone Construction LLC, PO Box 218, Mora, MN 55051, or call 320-679-4140.



Nate Larson, President