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EEO POLICY STATEMENT

Part of our commitment to EEO is to take affirmative action to ensure that job seekers are recruited; job applicants are considered for employment opportunities; and employees are treated without regard to their race, religion, sex, sexual orientation, gender identity, color, national origin, age or disability or, if applicable, veteran status. 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, pre-apprenticeship, and/or on-the-job training. To achieve our goal of equal opportunity, we maintain an affirmative action program through which we take good faith efforts to recruit, hire, and advance in employment qualified minorities, women, persons with disabilities, special disabled veterans, veterans of the Vietnam Era, recently separated veterans, and other protected veterans. We would appreciate your assistance in our efforts to achieve these affirmative action and equal opportunity goals.

If there are any questions concerning this policy, please contact the **EEO Officer** listed below:

CORPORATE EEO OFFICER CONTACT INFORMATION

<u>NAME:</u>	Jackie Jurenovich
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Jackie Jurenovich

Jackie Jurenovich, EEO Officer