

July 2, 2009

RE: EEO Officer Appointment

To All Concerned parties,

Michael B. Rogers has been appointed EEO Officer for Blount Construction Co., Inc. Michael Rogers can be reached at the main office numbers listed above. Please direct all EEO inquiries to Michael B. Rogers.

Sincerely,



Dale J. Cronauer
Co-President



Ronnie W. Hoover
Co-President

1. EEO Policy. Blount Construction Co., Inc. ("the Company") is committed to maintaining a work environment that is free of inappropriate or unlawful conduct. In keeping with this commitment, the Company will not tolerate harassment, discrimination or the unlawful treatment of employees by anyone, including any supervisor, co-worker, vendor, client or customer of the Company.

2. Prohibited Conduct. Harassment, discrimination, and/or improper conduct consists of misconduct that includes unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as sex, color, race, national origin, religion, age, disability, veteran status, or other protected group status or activity (e.g. opposition to prohibited discrimination or participation in the statutory complaint process) as provided for by law. This includes conduct by someone to another of the same gender. The Company will not tolerate conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or that creates an intimidating, hostile, or offensive working environment. No supervisor or Company employee has authority to engage in such conduct. If you feel you have been subject to the type of conduct prohibited by this policy, you must report this conduct. Alternative channels are available for reporting prohibited conduct. Reports and complaints may be made to your supervisor, to the Company's Safety Manager & Human Resources Representative, or to the Company's designated EEO Officer, as provided for in this policy. Alternatively, reports and complaints may be directed to the Company President. You should report any improper conduct before it becomes severe or pervasive and do not have to wait until it rises to the level of an unlawful action.

3. Disability Accommodation. The Company is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified individuals with disabilities. The Company's hiring procedures are tailored to safeguard the rights of disabled persons during the application and interview process; pre-employment inquiries are made only with regard to an applicant's ability to perform the essential functions and duties of the position.

Reasonable accommodation is available to disabled employees, where their disability affects the performance of job functions. Employment decisions are based upon merit and all other legitimate, non-discriminatory criteria relevant to the position, without regard to an individual's protected class status.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation), as well as in job assignments, classifications, organizational structures, position descriptions, lines of progression, and seniority lists. Leaves of absence are made available to employees on an equal basis, regardless of disability status.

The Company is also committed to preventing discrimination against any qualified employees or applicants because they are related to, or otherwise associated with, a person with a disability. Furthermore, the Company abides by all federal, state, and/or local laws which provide individuals with disabilities greater protection than the ADA.

Individuals with physical or mental disabilities must be treated in a respectful, nondiscriminatory manner. To the extent required by law, disabilities will also remain confidential. This policy is neither exhaustive nor exclusive. The Company is committed to taking other actions as necessary to ensure equal employment opportunity for all applicants and employees.

4. Sexual Harassment. Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when (1) submission to the conduct is an explicit or implicit term or condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision; or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Inappropriate conduct may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, physical contact, such as patting, pinching, or brushing against another's body, or physically blocking another employee's path.


5. Complaint Procedure. All employees should help to assure that we avoid any form of unlawful treatment. If you feel that you have experienced or witnessed harassment, discrimination or unlawful treatment, you are to notify immediately (preferably in writing within 24 hours) your supervisor, the Company's Safety Manager & Human Resources Representative, the Company's designated EEO Officer, or the Company's President. If you are not contacted promptly about your complaint or feel it is not being reviewed promptly, you are to re-file it with a one of the other listed parties. The Company forbids retaliation against anyone who has made a complaint or provides information related to a complaint.

The Company will undertake an objective and appropriate review of any complaint. To the extent practicable and appropriate, the Company will keep any complaint and the terms of its resolution confidential. The Company will take corrective action as it determines is appropriate, including such discipline up to and including immediate termination of employment. The Company will undertake corrective action to stop inappropriate conduct before it rises to the level of an unlawful action. You will be notified as to the outcome of your complaint. If you have any questions about the status of your complaint, you should contact the Company's designated EEO Officer.

The Company recognizes that intentional or malicious false accusations of misconduct can have a serious effect on innocent men and women. Individuals falsely accusing another of misconduct will be disciplined in accordance with the nature and extent of his or her false accusation. The Company encourages any employee to raise questions he or she may have regarding misconduct or this policy with the employee's supervisor, the Company's Safety Manager & Human Resources Representative, the Company's designated EEO Officer, or the Company's President.

6. Acknowledgement of Receipt. [Print Name] hereby acknowledges receipt of the Company's Equal Employment Opportunity Policy. All Company employees have the responsibility to request an explanation of anything in the Policy which they do not understand before signing this Acknowledgement. By signing below, the employee indicates that s/he has read and understood the Policy in its entirety and agrees to abide by the Policy at all times.

_____ [Employee/Applicant] _____ [Date]

 _____ [Employer] 8-13-09 [Date]