



PCiRoads

14123 42nd Street NE
St. Michael, MN 55376-9564

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pciroads.com

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of PCiRoads, LLC to provide equal opportunity to all employees and applicants for employment in accordance with all applicable equal employment opportunity/ affirmative action (EEO/AA) laws, directives and regulations of federal, state and local governing bodies or agencies thereof. These include the provisions of the Civil Rights Acts of 1964 and 1991, the Americans with Disabilities Act of 1990, Executive Order 11246, Section 139.50 of the Minnesota Code of Ordinances, Section 183.04 of the St. Paul Human Rights Ordinance and other pertinent Civil Rights Legislation.

PCiRoads, LLC prohibits discrimination and/or harassment of any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, veteran status, age, marital status, sexual orientation, gender identity, ancestry, familial status, local human rights activity, or status with regard to public assistance.

PCiRoads, 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, compensation and selection for training.

PCiRoads, LLC will commit the necessary time and resources to make good faith efforts to achieve the goals of EEO/AA.

PCiRoads, LLC will maintain a non-hostile work environment and good working conditions for all employees and supervisors.

PCiRoads, LLC supports incorporation of non-discrimination and affirmative action regulations into contracts.

PCiRoads, LLC will monitor the performance of its management and supervisory personnel on the basis of the involvement in achieving these affirmative action objectives as well as other established criteria. Any employee of this organization who does not comply with the EEO policy set forth in this statement will be subject to disciplinary action. Any subcontractor to this prime contractor in non-compliance with the applicable EEO/AA laws, directives and regulations of the federal, state and local governing bodies or agencies thereof will be subject to appropriate legal sanctions.

PCiRoads, LLC has appointed Roberta "Bobbi" Mahn, Corporate EEO/AA Officer, to manage the Equal Employment Opportunity Program. Her responsibilities will include monitoring all EEO activities and reporting the effectiveness of this AA Program, as required by federal, state, and local agencies. Any person who believes he or she has been discriminated against, harassed, or intimidated should report it immediately to Mrs. Mahn. She may be contacted at 763-497-6100 or 14123 42nd Street NE, St. Michael, MN 55376.

A handwritten signature in black ink, appearing to read 'Kevin Gulden', written over a horizontal line.

Kevin Gulden
President, PCiRoads, LLC

01/01/23

Date

AN EQUAL OPPORTUNITY EMPLOYER