

CITY OF URBANA HUMAN RELATIONS DIVISION 400 SOUTH VINE ST. URBANA, ILLINOIS 61801 (217) 384-2455 (phone); 328-8288 (fax) hro@urbanailinois.us	Office Use Only (09/15)	
	Requested by:	Date:
	Approved by:	Date:
	Certification	
	Date:	
Certificate Expiration Date:		
EQUAL EMPLOYMENT OPPORTUNITY (E.E.O.) WORKFORCE STATISTICS FORM		
Please complete the sections below as instructed. Failure to properly complete this form may result in a delay or denial of eligibility to bid or do business with the City of Urbana.		
Section I. Identification		
1. Company Name and Address:		
Name: <u>Western Waterproofing Company, Inc</u>		
d/b/a: <u>Western Specialty Contractors</u>		
Address: <u>2501 N Colt Road</u>		
City/State/Zip: <u>Springfield, IL 62707</u>		
Telephone Number(s) include area code: <u>217 544-3474</u>		
Check one of the following		
Corporation	<input checked="" type="checkbox"/> Partnership	Individual Proprietorship
		Limited Liability Corp.
FEI Number: <u>43-0634668</u>		Social Security Number:
2. Name and Address of the Company's Principal Office (answer only if not the same as above)		
Name: <u>Western Construction Group</u>		
Address: <u>1637 N Warson Road</u>		
City/State/Zip <u>St. Louis mo 63132</u>		
3. Major activity of your company (product or service): <u>Labor/material Masonry</u>		
4. Project on which your company is bidding: <u>RFP # 1516-06</u>		
5. City of Urbana contact staff assigned to contract:		

SECTION II. Policies and Practices

Description of EEO Policies and Practices		YES	NO
A.	Is it the Company's policy to recruit, hire, train, upgrade, promote and discipline persons without regard to race, color, creed, class, national origin, religion, sex, age, marital status, mental and/or physical disability, personal appearance, sexual preference, family responsibilities, matriculation, political affiliation, prior arrest, conviction record, or source of income?	✓	
B.	Has someone been assigned to develop procedures, which will assure that the EEO policy is implemented and enforced by managerial, administrative, and supervisory personnel? If so, please indicate the name and title of the official charged with this responsibility. Name: <u>Maria Traina</u> Title: <u>Director of Human Resources</u> Telephone: <u>314 427-1637 x 8121</u> Email: <u>maria.t@westerngroup.com</u>		
C.	Does the company have a written Equal Employment Opportunity plan or statement? Note: If no, a copy of an EEO statement is enclosed. You must attach an EEO Statement in order to be considered eligible to do business with the City of Urbana. Questions? (217) 384-2455 or hro@city.urbana.il.us.	✓	
D.	Has the company developed a written policy statement prohibiting Sexual Harassment? You must attach a copy of your company's Sexual Harassment Policy in order to be considered eligible to do business with the City of Urbana.	✓	
E.	Have all recruitment sources been notified that the company will consider all qualified applicants without regard to race, color, creed, class, national origin, religion, sex, age, marital status, mental and/or physical disability, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, prior arrest, conviction record, or source of income?	✓	
F.	If advertising is used, does it specify that all qualified applicants will be considered for employment without regard to race, color, creed, class, national origin, religion, sex, age, marital status, mental and/or physical disability, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, prior arrest, conviction record, or source of income?	✓	
G.	Has the contractor notified all of its sub-contractors of their obligations to comply with the Equal Opportunity requirements either in writing, by inclusion in subcontracts or purchase orders?	✓	
H.	Is the company a state certified minority/women owned business? If yes, please attach a copy of state certification.		✓
I.	Does the company have collective bargaining agreements with labor organizations?	✓	
J.	If you answered yes to Question "I", have the labor organizations been notified of the company's responsibility to comply with the Equal Employment Opportunity requirements in all contracts with the City of Urbana?	✓	
K.	Does your company perform construction, rehabilitation, alteration, conversion, demolition or repair of buildings, highways or other improvements to real property? (If yes, please complete Table B.)	✓	
L.	Are you currently seeking to renew an existing or expired Urbana EEO certification? (If yes, you need to complete Table C.)	✓	

SECTION III. Employment Information

IMPORTANT: Please complete the company workforce analysis on the bottom of this page. Use the number of employees as of the most recent payroll period. You must complete this form in its entirety, as instructed and submit your organization's (1) EEO Statement and (2) Sexual Harassment Policy in order to be eligible to do business with the City of Urbana. For detailed descriptions of the Job Classifications see attached descriptions. If minorities and females are currently under-represented in your workforce, please attach a copy of an explanation of your plan to recruit and hire qualified minorities and females.

TABLE A - TOTAL CONTRACTOR/VENDOR WORKFORCE

- Springfield Branch

Job Categories	Overall Totals		White (Not of Hispanic Origin)		Black or African-American (Not of Hispanic Origin)		Hispanic or Latino		Asian or Pacific Islander		American Indian or Alaskan Native	
	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs			2									
Professionals			3									
Technicians												
Sales Workers												
Office & Clerical				2								
Craft Workers (Skilled)			18									
Operatives (Semi-Skilled)												
Laborers (Unskilled)			3	1	1		1				1	
Service Workers												
TOTAL			26	3	1		1				1	
M = MALE, Column B is sum of Rows D, F, H, J and L. F = FEMALE, Column C is sum of Rows E, G, I, K and M.												
Date of above Data: <u>2-23-16</u>												

TABLE B* - EMPLOYEES TO BE ASSIGNED TO CITY OF URBANA CONTRACT

Job Categories	TOTAL EMPLOYEES		BLACK EMPLOYEES		HISPANIC EMPLOYEES		OTHER MINORITY EMPLOYEES	
	M	F	M	F	M	F	M	F
Officials & Mgrs	1							
Professionals								
Technicians								
Sales Workers								
Office & Clerical		1						
Craft Workers (Skilled)	6		1					
Operatives (Semi-Skilled)								
Laborers (Unskilled)								
Service Workers								
TOTAL	7	1	1					

*Totals included in Table B should be a projection of numbers of persons to be employed in the performance of the City contract.

For Contractors: Data provided in Table B will be verified by worksite inspections.


TABLE C - WORKFORCE TURNOVER SINCE PREVIOUS EEO REPORT

Job Categories	TOTAL EMPLOYEES SEPARATED		MINORITY EMPLOYEES SEPARATED		TOTAL EMPLOYEES HIRED		MINORITY EMPLOYEES HIRED	
	M	F	M	F	M	F	M	F
Officials & Mgrs								
Professionals								
Technicians								
Sales Workers								
Office & Clerical								
Craft Workers (Skilled)	7				5			
Operatives (Semi-Skilled)								
Laborers (Unskilled)	10		3		7	1	1	
Service Workers								
TOTAL	17		3		12	1	1	

Note: Turnover statistics from 2014 EEO-1 Report for for week ending 9/20/14 through 2015 EEO-1 Report for week ending 8/22/15

SECTION IV. Certification

By signing below, the company certifies that it has answered all of the foregoing questions truthfully to the best of its knowledge and belief and agrees that it/he/she will comply and abide by the City of Urbana's Code of Ordinances (Section 2-119).


Signature

SCOTT HAAS ; BRANCH MANAGER
Printed Name and Title

scotth @ westernspecialtycontractors.com
E-mail Address

2/29/16
Date

SECTION V. Verification

Prior to submitting this form, please check the answers to the following questions to verify your completion of this form:

1. Did you fill in all of the appropriate boxes in the table in Section III, including the "TOTAL" row?

YES ☒

NO ☐

2. Have you enclosed your company's EEO statement?

YES ☒

NO ☐

3. Have you enclosed your company's Sexual Harassment policy?

YES ☒

NO ☐

CO= 7638851

U= 7638851

**EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2**

SECTION B - COMPANY IDENTIFICATION

1- WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

2a- WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS NO.:150931855

c. Y

SECTION E - ESTABLISHMENT INFORMATION

NAICS:

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			*****MALE*****						*****FEMALE*****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	11	0	0	0	0	0	1	0	0	0	0	0	12
FIRST/MID OFFICIALS & MGRS	0	0	84	2	0	1	0	2	4	0	0	0	0	0	93
PROFESSIONALS	2	0	49	1	0	1	2	1	13	0	0	0	0	1	70
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	2	3	0	0	0	0	1	41	3	0	2	0	1	54
CRAFT WORKERS	133	0	345	41	2	7	2	6	0	0	0	0	0	0	536
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	99	0	177	30	0	4	2	1	0	0	0	0	0	0	313
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	235	2	669	74	2	13	6	11	59	3	0	2	0	2	1078
PREVIOUS REPORT TOTAL	225	2	682	84	4	11	10	12	59	3	0	1	0	1	1094

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 09/13/2014 THRU 09/20/2014

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: MARIA TRAINA
EEO-1 REPORT CONTACT PERSON: JEANNE BRINKMANN
EMAIL: JEANNEB@westerngroup.com

TITLE: HUMAN RESOURCES DIRECTOR
TITLE: HR GENERALIST
TELEPHONE NO: 3144271637

CERTIFIED DATE[EST]: 12/18/2014 04:03 PM

CO= 7638851
U= R592798

EQUAL EMPLOYMENT OPPORTUNITY
2014 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

2.a. WESTERN WATERPROOFING CO INC
2501 COLT RD
SPRINGFIELD, IL 62707

SANGAMON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS NO.:054112891

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 238990 All Other Specialty Trade Contractors

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	16	0	0	0	0	0	0	0	0	0	0	0	16
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	9	1	0	0	0	0	0	0	0	0	0	0	10
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	30	1	0	0	0	0	1	0	0	0	0	0	32
PREVIOUS REPORT TOTAL	0	0	26	0	0	0	0	0	1	0	0	0	0	0	27

SECTION F - REMARKS

CO= 7638851

U= 7638851

**EQUAL EMPLOYMENT OPPORTUNITY
2015 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2**

SECTION B - COMPANY IDENTIFICATION

1. WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

2a. WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS NO.:161091111 EIN :431412377

SECTION E - ESTABLISHMENT INFORMATION

c. Y

NAICS:

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	12	0	0	0	0	0	1	0	0	0	0	0	13
FIRST/MID OFFICIALS & MGRS	0	0	79	3	0	1	0	1	4	0	0	0	0	0	88
PROFESSIONALS	2	0	61	0	0	2	0	1	12	1	0	0	0	1	80
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	2	2	8	1	0	0	0	1	38	1	0	2	0	1	56
CRAFT WORKERS	151	0	380	50	0	10	5	9	1	0	0	0	0	0	606
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	104	0	184	29	0	6	1	6	1	0	0	0	0	0	331
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	259	2	724	83	0	19	6	18	57	2	0	2	0	2	1174
PREVIOUS REPORT TOTAL	235	2	669	74	2	13	6	11	59	3	0	2	0	2	1078

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 08/16/2015 THRU 08/22/2015

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: MARIA TRAINA
EEO-1 REPORT CONTACT PERSON: JEANNE BRINKMANN
EMAIL: JEANNEB@WESTERNGROUP.COM

TITLE: HUMAN RESOURCES DIRECTOR
TITLE: HR GENERALIST
TELEPHONE NO: 3144271637

CERTIFIED DATE[EST]: 09/28/2015 10:39 AM

CO= 7638851
U= R592798

EQUAL EMPLOYMENT OPPORTUNITY
2015 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. WESTERN CONSTRUCTION GROUP
1637 N WARSON RD
SAINT LOUIS, MO 63132

2. WESTERN SPECIALTY CONTRACTORS
2501 COLT RD
SPRINGFIELD, IL 62707

SANGAMON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS NO.:054112891 EIN :430634668

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 238990 All Other Specialty Trade Contractors

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
CRAFT WORKERS	0	0	18	0	0	0	0	0	0	0	0	0	0	0	18
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	22	0	0	0	0	0	3	0	0	0	0	0	25
PREVIOUS REPORT TOTAL	0	0	30	1	0	0	0	0	1	0	0	0	0	0	32

SECTION F - REMARKS

DEFINITIONS OF TERMS LISTED ON THE WORKFORCE STATISTICS FORM

(See previous Page)

DESCRIPTION OF RACE/ETHNIC CATEGORIES

Race /ethnic designations as used by the Department do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than *one* race/ethnic group. The race/ethnic categories for this report are:

White (Not of Hispanic origin). All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

Black of African-American (Not of Hispanic origin). All persons having origins in any of the Black racial groups of Africa.

Hispanic or Latino. All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian or Pacific Islander. All persons having origins any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands and Samoa.

American Indian or Alaskan Native. All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

DESCRIPTION OF JOB CATEGORIES

Each employee should be counted in only one job category. Select the category containing the jobs most similar to that performed by the employee. The jobs listed in each category are intended to provide an example, not a complete list, of all job titles falling into that category.

Officials and managers. Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of firm's operations. Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, railroad conductors and yard masters, ship captains, mates and other officers, farm operators and managers, and kindred workers.

Professionals. Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientist, registered professional nurses, personnel and labor relations specialist, physical scientist, physicians, social scientist, teachers, surveyors and kindred workers.

Technicians. Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post high school education, such as is offered in many technical institutes and union colleges, or through equivalent on-the-job training. Include: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

Sales. Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents, and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.

Office and clerical. Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Craft workers (skilled). Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary hand painters, coaters, bakers, decorating occupations, and kindred workers.

Operatives (semiskilled). Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto service and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meatcutters, inspectors, testers and graders, handpackers and packagers, and kindred workers.

Laborers (unskilled). Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operation and kindred workers.

Service workers. Workers in both protective and nonprotective service occupations. Includes: Attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, charworkers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, doorkeepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Western Construction Group, Inc. (Western) and its member companies are equal opportunity employers and will not discriminate in hiring, promotion, training, pay, benefits or other terms and conditions of employment on the basis of an individual's race, religion, creed, color, age, sex, sexual orientation, national origin, marital status, disability, veteran status, citizenship status or any other impermissible factor. It is the responsibility of every manager, supervisor and employee to ensure that discrimination on the basis of any impermissible factor does not occur in the workplace.

REASONABLE ACCOMMODATION – DISABILITY

Western and its member companies will comply with applicable federal, state and local laws requiring reasonable accommodation of a disability. If you believe you require accommodation, please notify Maria Traina, Human Resources Director, at 314-427-1637 x8121.

AFFIRMATIVE ACTION

Consistent with our strong commitment to providing equal employment opportunity, Western and its member companies will also take affirmative action as appropriate to promote diversity in the workforce and to ensure that all employment practices are free of discrimination because of race, color, religion, sex, national origin, age, disability, veteran status or any other protected factor. We will maintain and comply with an Affirmative Action Plan and commit resources to achieving the goals of the Plan. We will take steps to inform recruitment resources and Western's hiring managers that:

- Western is an Equal Opportunity Employer
- Qualified persons must not be denied an opportunity to apply for available positions on the basis of any protected factor.

ANTI-HARASSMENT POLICY

Western is committed to providing a work environment that is free of harassment toward any person and in any form. Sexual harassment or harassment based on an individual's race, religion, creed, color, age, sex, sexual orientation, national origin, marital status, disability, veteran status, citizenship status or any other impermissible factor is a form of illegal discrimination, and will not be tolerated by the Company. The prohibition against harassment of employees includes improper harassment in the workplace by another employee or employees and/or by third parties (vendors, customers, visitors and others at the work site).

Sexual Harassment – Prohibited Conduct

Sexual harassment may occur where there is unwelcome conduct of a sexual nature, and/or unwelcome conduct is directed at someone because of his/her sex, including unwelcome sexual advances, requests for sexual favors, and other verbal and physical behavior that is sex-related and/or denigrates a person because of his/her sex, when:

- Submission to such conduct is made explicitly or implicitly a condition of an individual's employment or is used as a basis for an employment decision affecting the individual; or
- The harassment is sufficiently severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or creates a hostile, intimidating or offensive work environment for the individual.

Unwelcome, inappropriate and/or offensive behavior directed at someone because of his/her sex or because of any other protected factor may violate this policy and will not be tolerated, regardless of whether it is sufficiently severe or pervasive to constitute unlawful harassment.

Other Forms of Prohibited Conduct

Conduct in the workplace based on an individual's race, age, religion, national origin, disability, or any other protected factor that is harassing in nature, is similarly prohibited. This can include, but is not limited to: crude or offensive language or jokes, verbal abuse, possession, distribution or display of offensive objects, messages, pictures, photographs, posters, drawings and graffiti, (including by the use of the Company's communication systems, ie. e-mail and voice mail).

Reporting Procedure

If you believe you are being sexually harassed or subjected to harassment or discrimination based on any other protected factor, or if you observe such harassment or discrimination of others, report the incident to your supervisor immediately. Job site employees should report any incident to their Superintendent. If you feel it would be inappropriate to discuss the incident with your supervisor or Superintendent, or if your supervisor or Superintendent is the subject of your complaint, contact Maria Traina in the Human Resources Department at 1-314-427-1637, Ext. 8121 immediately.

No manager or supervisor at any level has the authority to take any action that is unlawfully harassing or discriminatory against any employee. Any manager or supervisor who becomes aware of conduct which may constitute unlawful harassment and fails to report the matter or take appropriate action to address such conduct will be subject to disciplinary action up to and including termination.

Reports of alleged harassment will be investigated and will be handled, to the extent possible, in a confidential manner. Disclosure regarding such matters will be on a need-to-know basis, consistent with the rights of all persons involved, and with the obligation of Western to investigate the report and, when necessary, to take prompt and appropriate remedial action.

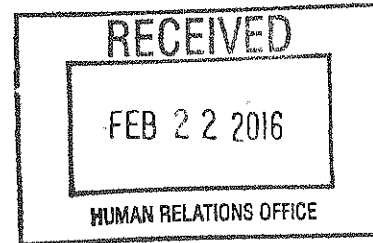
Employees who knowingly give false information or knowingly make false complaints, will be subject to disciplinary action up to and including termination.

Prohibition Against Retaliation

The Company will not tolerate any improper retaliation against any employee who makes a good faith report or complaint about perceived acts of harassment or discrimination, or who cooperates in the investigation of a discrimination or harassment complaint. Any employee who is found to be engaging in any kind of unlawful discrimination, harassment or retaliation against any other employee, will be subject to appropriate disciplinary action up to and including termination.

February 19, 2016

Human Relations Commission
H. Alex Bautista
City of Urbana
400 South Vine Street
Urbana, IL 61801



Regarding: Certificate of Compliance

Dear Mr. Bautista:

Thank you for taking the time to review the provisional certificate of compliance and recommendations on strengthening our diversity within our workforce. As we discussed, Western Construction Group consists of 30 branch offices, nationwide. Each Branch office consists of a Branch Manager, Sales Project Manager, Superintendent, and union tradespeople.

Western is committed to providing a work environment where all employees are treated with respect and dignity. We utilize the EEOC Technical Assistance Guide to direct us in our efforts to strengthen our diversity within our workforce. Listed below are the actions we take throughout the year:

1. Annually, our Chairman/CEO communicates with all employees, via letter informing them of our commitment to Western's policy on Equal Employment Opportunity and Anti-Harassment.
2. During the on-boarding process, we stress to employees Western's commitment to creating a respectful environment. (see attached)
3. Annually, our Branch Managers meet with the Superintendent, and reinforce via letter, their role and responsibilities for Equal employment Opportunity and Affirmative Action.
4. Annually, the Branch Manager sends letters to the union affiliates informing them of our commitment to Equal Employment Opportunities and requests their assistance in the referral of minorities and women for open positions. (see attac
5. Western also asks our vendors/suppliers to comply with all applicable obligations under EEO laws.

Page 2
Human Relations Commission
Alex Bautista

Because we are governed by a collect bargaining agreement, we believe our efforts to increase our diversity begins with partnering with the union. Therefore, we will meet with the local business agents on a regular basis to determine how we can attract and attain a more diversified workforce.

We appreciate your consideration for an Urbana EEOC Certificate of Compliance. Please feel free to contact me at 314-427-1637 x 8121 if you need additional information.

Sincerely,

A handwritten signature in black ink that reads "Maria Traina". The signature is written in a cursive, flowing style.

Maria Traina
HR Director

Cc: S. Haas
J. Rehtin, Jr.

Attachments

Jeanne Brinkmann

From: Maria Traina
Sent: Monday, October 05, 2015 11:49 AM
To: WESTERN
Subject: 2015 EEO and Anti Harassment Policies
Attachments: WESTERN EEO-DISCR-ADA-AA (S1867291) (2) 10-15.doc; WESTERN EEO-DISCR-ADA-AA _S1867291-Spanish 10-15.doc

Categories: Red Category

October 5, 2015

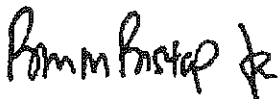
All Western Construction Group Employees:

The purpose of this memorandum is to reaffirm Western Construction Group's commitment to providing a working environment where all employees are treated with respect and dignity. Western Construction Group does not approve of and will not tolerate discrimination or harassment based on race, religion, creed, color, age, sex, sexual orientation, national origin, marital status, disability, veteran status, citizenship status or any other impermissible factor.

Sexual harassment or harassment based on any other protected factor is disrespectful behavior that denigrates the dignity of others. Harassment can occur regardless of the intent of our words and actions. Rather, it depends on the nature of our behavior and how it is regarded (subjectively and objectively) by others. To assist us in maintaining an appropriate work environment, Western has an Equal Employment Opportunity and Anti-Harassment policy all employees are expected to read, understand and comply with at all times. Please take time to study the attached policy, which include examples of prohibited conduct. Please contact your supervisor or Maria Traina, Human Resources Director, at our Home Office by calling 1-314-427-1637 x8121, to discuss any issues.

If in connection with work you observe or are involved, directly or indirectly, with any conduct you believe may not be in compliance with the EEO and Anti-Harassment policy, please contact your Operations Manager, Maria Traina or me.

Each of us has the right to conduct our work free from unlawful interference. We also have the responsibility to help maintain a safe, appropriate workplace, free from violence, discrimination or harassment, and where the dignity of others is respected.



Ben Bishop, Jr.
Chairman/Chief Executive Officer



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Western Construction Group, Inc. (Western) and its member companies are equal opportunity employers and will not discriminate in hiring, promotion, training, pay, benefits or other terms and conditions of employment on the basis of an individual's race, religion, creed, color, age, sex, sexual orientation, national origin, marital status, disability, veteran status, citizenship status or any other impermissible factor. It is the responsibility of every manager, supervisor and employee to ensure that discrimination on the basis of any impermissible factor does not occur in the workplace.

REASONABLE ACCOMMODATION – DISABILITY

Western and its member companies will comply with applicable federal, state and local laws requiring reasonable accommodation of a disability. If you believe you require accommodation, please notify Maria Traina, Human Resources Director, at 314-427-1637 x8121.

AFFIRMATIVE ACTION

Consistent with our strong commitment to providing equal employment opportunity, Western and its member companies will also take affirmative action as appropriate to promote diversity in the workforce and to ensure that all employment practices are free of discrimination because of race, color, religion, sex, national origin, age, disability, veteran status or any other protected factor. We will maintain and comply with an Affirmative Action Plan and commit resources to achieving the goals of the Plan. We will take steps to inform recruitment resources and Western's hiring managers that:

- Western is an Equal Opportunity Employer
- Qualified persons must not be denied an opportunity to apply for available positions on the basis of any protected factor.

ANTI-HARASSMENT POLICY

Western is committed to providing a work environment that is free of harassment toward any person and in any form. Sexual harassment or harassment based on an individual's race, religion, creed, color, age, sex, sexual orientation, national origin, marital status, disability, veteran status, citizenship status or any other impermissible factor is a form of illegal discrimination, and will not be tolerated by the Company. The prohibition against harassment of employees includes improper harassment in the workplace by another employee or employees and/or by third parties (vendors, customers, visitors and others at the work site).

Sexual Harassment – Prohibited Conduct

Sexual harassment may occur where there is unwelcome conduct of a sexual nature, and/or unwelcome conduct is directed at someone because of his/her sex, including unwelcome sexual advances, requests for sexual favors, and other verbal and physical behavior that is sex-related and/or denigrates a person because of his/her sex, when:

- Submission to such conduct is made explicitly or implicitly a condition of an individual's employment or is used as a basis for an employment decision affecting the individual; or
- The harassment is sufficiently severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or creates a hostile, intimidating or offensive work environment for the individual.

Unwelcome, inappropriate and/or offensive behavior directed at someone because of his/her sex or because of any other protected factor may violate this policy and will not be tolerated, regardless of whether it is sufficiently severe or pervasive to constitute unlawful harassment.

Other Forms of Prohibited Conduct

Conduct in the workplace based on an individual's race, age, religion, national origin, disability, or any other protected factor that is harassing in nature, is similarly prohibited. This can include, but is not limited to: crude or offensive language or jokes, verbal abuse, possession, distribution or display of offensive objects, messages, pictures, photographs, posters, drawings and graffiti, (including by the use of the Company's communication systems, ie. e-mail and voice mail).

Reporting Procedure

If you believe you are being sexually harassed or subjected to harassment or discrimination based on any other protected factor, or if you observe such harassment or discrimination of others, report the incident to your supervisor immediately. Job site employees should report any incident to their Superintendent. If you feel it would be inappropriate to discuss the incident with your supervisor or Superintendent, or if your supervisor or Superintendent is the subject of your complaint, contact Maria Traina in the Human Resources Department at 1-314-427-1637, Ext. 8121 immediately.

No manager or supervisor at any level has the authority to take any action that is unlawfully harassing or discriminatory against any employee. Any manager or supervisor who becomes aware of conduct which may constitute unlawful harassment and fails to report the matter or take appropriate action to address such conduct will be subject to disciplinary action up to and including termination.

Reports of alleged harassment will be investigated and will be handled, to the extent possible, in a confidential manner. Disclosure regarding such matters will be on a need-to-know basis, consistent with the rights of all persons involved, and with the obligation of Western to investigate the report and, when necessary, to take prompt and appropriate remedial action.

Employees who knowingly give false information or knowingly make false complaints, will be subject to disciplinary action up to and including termination.

Prohibition Against Retaliation

The Company will not tolerate any improper retaliation against any employee who makes a good faith report or complaint about perceived acts of harassment or discrimination, or who cooperates in the investigation of a discrimination or harassment complaint. Any employee who is found to be engaging in any kind of unlawful discrimination, harassment or retaliation against any other employee, will be subject to appropriate disciplinary action up to and including termination.



EEO AND ANTI-HARASSMENT POLICY
ACKNOWLEDGEMENT FORM

I have received and read the EEO and Anti-Harassment Policy of Western Specialty Contractors, Inc. I understand that I am required to adhere to the policy. I also, understand that failure to comply with this policy is the basis for discipline, up to and including termination.

Date

Employee Signature

Location/Branch

Employee's Name (Printed)



Interoffice Memorandum

June 2, 2015

To: Mr. Steve Emmons; Assistant Superintendent - Springfield Branch 07

Re: Equal Employment Opportunity and Affirmative Action Procedures

Please ensure that seniority practices, job classifications, work assignments, and other personnel practices do not have a discriminatory effect and continually monitor all personnel employment-related activities to ensure that the Equal Employment Opportunity policy and our company's obligations under these specifications are being carried out.

I will, at least on an annual basis, review the applicable work force, analyzing the hires, terminations, layoffs and promotions to determine whether there has been any unlawful disparate treatment of minorities and females and will take appropriate corrective action whenever necessary.

Employment Opportunities

As you are aware, Western is an Equal Opportunity Employer. We have goals to meet of 6.90% female employment and 4.5% minority employment. During the course of your jobs as superintendent of Western Specialty Contractors, when hiring new employees from various unions and other resources, keep the above in mind and request minority and female support from the said various unions.

Please encourage all present minority and female employees to recruit other minorities and females for possible employment.

Promotional Opportunities

When evaluating personnel as promotional opportunities become available, please encourage all employees, regardless of race, color, religion, sex, or national origin, to seek and prepare for such opportunities through appropriate training, etc.

Non-segregation of Facilities/Activities

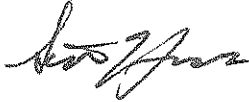
The Springfield office will ensure that all applicable facilities and company activities are non-segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

Page 2

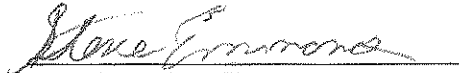
Equal Employment Opportunity and Affirmative Action Procedures

Performance Review – Affirmative Action/EEO Policy

As part of a performance review at least annually, adherence to and performance under the company's Equal Employment Opportunity Policy and Affirmative Action Plan will be addressed with each of you as part of your job performance during the course of the year.



Branch Manager



Superintendent Signature

Cc: M. Traina



Member—Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Bricklayers Local 06 of Illinois
661 Southrock Drive
Rockford, Illinois 61102
Attention: Mr. Dave Fluery

Dear Mr. Fluery:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

To this end, we earnestly solicit your help in engaging in the recruitment of minorities and women.

As a federal contractor subject to Executive Order 11246, we are required to request and we will request the referral of minorities and women from time to time. We are most hopeful that you will be able to meet these requirements.

Respectfully,

A handwritten signature in dark ink, appearing to read 'Scott Haas', written in a cursive style.

Scott Haas
Branch Manager



Member—Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Bricklayers Local 08 of Illinois
P.O. Box 347
Belleville, Illinois 62222
Attention: Mr. David Toenjes

Dear Mr. Toenjes:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Respectfully,

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Scott Haas
Branch Manager



Member-Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Cement Masons Local 18
40 Adloff Lane, Suite 6A
Springfield, Illinois 62703
Attention: Mr. Fritz Grant

Dear Mr. Grant:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Scott Haas
Branch Manager



Member—Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Cement Masons Local 18
901 E. Grove, Suite N
Bloomington, Illinois 61701
Attention: Mr. Scott Nimmo

Dear Mr. Nimmo:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Respectfully,

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Scott Haas
Branch Manager

May 5, 2015

*Iron Workers Local 46
2888 E. Cook St.
Springfield, Illinois 62703
Attention: Mr. Shane Austin*

Dear Mr. Austin:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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As a federal contractor subject to Executive Order 11246, we are required to request and we will request the referral of minorities and women from time to time. We are most hopeful that you will be able to meet these requirements.

Respectfully,



*Scott Haas
Branch Manager*



Member-Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

*Laborer's Local 231
2503 Broadway
P.O. Box 374
Pekin, Illinois 61554
Attention: Mr. Bob Schroeder*

Dear Mr. Schroeder:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Respectfully,

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*Scott Haas
Branch Manager*



Member—Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Laborer's Local 362
P.O. Box 3248
2012 Fox Creed Rd.
Bloomington, Illinois 61702-3248
Attention: Mr. Tony Penn

Dear Mr. Penn:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Respectfully,

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Scott Haas
Branch Manager

May 5, 2015

*Laborer's Local 477
1615 N. Dirksen Parkway
Springfield, Illinois 62702
Attention: Mr. Brad Schaive*

Dear Mr. Schaive:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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As a federal contractor subject to Executive Order 11246, we are required to request and we will request the referral of minorities and women from time to time. We are most hopeful that you will be able to meet these requirements.

Respectfully,



*Scott Haas
Branch Manager*



Member-Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

*Laborer's Local 703
108 E. Anthony Drive
Urbana, Illinois 61802
Attention: Mr. Brad Rusty Davenport*

Dear Mr. Davenport:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

To this end, we earnestly solicit your help in engaging in the recruitment of minorities and women.

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*Scott Haas
Branch Manager*



Member—Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

Operating Engineers Local 965
3520 East Cook St.
Springfield, Illinois 62703
Attention: Mr. Mike Zahn

Dear Mr. Zahn:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

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Scott Haas
Branch Manager



Member-Western Construction Group

Master Craftsmen in Building Restoration & Preservation

May 5, 2015

*Painters District Council 58
940 California Avenue
Collinsville, Illinois 62234
Attention: Mr. Gregg Smith*

Dear Mr. Smith:

Western Waterproofing Company is committed to nondiscrimination in employment. All persons who apply for a job with this company will be provided and equal employment opportunity without regard to race, color, religion, national origin, age, disability or veteran status.

All of the international unions have made a firm commitment to this type of policy in conformance with the Civil Rights Act of 1964 and Executive Order 11246.

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Respectfully,

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*Scott Haas
Branch Manager*

July 15, 2015



Goedecke Company
812 E. Taylor Avenue
St. Louis, MO 63147

Dear Sir:

It is the policy at Western Specialty Contractors to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Western Specialty Contractors is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (2001) (Section 4212 or VEVRAA) and the implementing regulations. Western Specialty Contractors is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to race, ethnicity, national origin, gender, disability, veteran, or other protected status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans;
- (3) Opposing any practice made unlawful by these laws, or
- (4) Exercising any other right protected by these laws.

As a federal government contractor, Western Specialty Contractors expects all of its subcontractors, suppliers and vendors to comply with all of their applicable obligations under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans. Further, the equal employment opportunity clauses set forth in 41 CFR 60-1.4(a), 41 CFR 60-250.5(a) and 41 CFR 60-741.5(a) are hereby incorporated by reference into all of the transactions between our companies.

We appreciate your cooperation in our effort to fully comply with these Federal requirements.

Sincerely,

A handwritten signature in black ink, appearing to read 'Scott Haas', is written over a horizontal line.

Scott Haas
Branch Manager

July 15, 2015



Midwest Construction Materials
3825 S. Mount Zion Road
Decatur, Illinois 62521

Dear Sir:

It is the policy at Western Specialty Contractors to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Western Specialty Contractors is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (2001) (Section 4212 or VEVRAA) and the implementing regulations. Western Specialty Contractors is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to race, ethnicity, national origin, gender, disability, veteran, or other protected status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

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Sincerely,

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Scott Haas
Branch Manager

July 15, 2015



*Mathis Kelly Construction Supply
1046 W. Jefferson
Morton, Illinois 61550*

Dear Sir:

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Scott Haas
Branch Manager

July 15, 2015



Stetson Building Products
1100 Second Avenue
Rock Island, Illinois 61204

Dear Sir:

It is the policy at Western Specialty Contractors to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Western Specialty Contractors is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (2001) (Section 4212 or VEVRAA) and the implementing regulations. Western Specialty Contractors is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to race, ethnicity, national origin, gender, disability, veteran, or other protected status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance review, hearing, or any other activity under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans;
- (3) Opposing any practice made unlawful by these laws, or
- (4) Exercising any other right protected by these laws.

As a federal government contractor, Western Specialty Contractors expects all of its subcontractors, suppliers and vendors to comply with all of their applicable obligations under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans. Further, the equal employment opportunity clauses set forth in 41 CFR 60-1.4(a), 41 CFR 60-250.5(a) and 41 CFR 60-741.5(a) are hereby incorporated by reference into all of the transactions between our companies.

We appreciate your cooperation in our effort to fully comply with these Federal requirements.

Sincerely,

A handwritten signature in black ink, appearing to read 'Scott Haas'.

Scott Haas
Branch Manager

July 15, 2015



Midwest Block & Brick
2500 Peerless Mine Road
Springfield, Illinois 62702
Dear Sir:

It is the policy at Western Specialty Contractors to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Western Specialty Contractors is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (2001) (Section 4212 or VEVRAA) and the implementing regulations. Western Specialty Contractors is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to race, ethnicity, national origin, gender, disability, veteran, or other protected status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

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Sincerely,

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Scott Haas
Branch Manager

July 15, 2015



Irwin Products, Inc.
8209 Lackland Road
St. Louis, MO 63114

Dear Sir:

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Scott Haas
Branch Manager

July 15, 2015



Carter Waters Construction Materials
P.O. Box 412676
Kansas City, MO 64141

Dear Sir:

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Sincerely,

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Scott Haas
Branch Manager

July 15, 2015



Sunbelt Rentals
P.O. Box 409211
Atlanta, GA 30384-9211

Dear Sir:

It is the policy at Western Specialty Contractors to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Western Specialty Contractors is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (2001) (Section 4212 or VEVRAA) and the implementing regulations. Western Specialty Contractors is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promoting persons in all job titles, will be administered without regard to race, ethnicity, national origin, gender, disability, veteran, or other protected status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

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Sincerely,

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Scott Haas
Branch Manager

July 15, 2015



The Sherwin Williams Co.
Springfield, Illinois 61701-3749

Dear Sir:

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Scott Haas
Branch Manager

July 15, 2015



Gerda
2500 North Shore Drive
Urbana, Illinois 61802

Dear Sir:

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Sincerely,

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Scott Haas
Branch Manager

Springfield Current Workforce
2/16/16

Branch	Sex	Race	EEO Group	Job Title	Job Description
7	M	0	10	Prod III - Springfield	
7	M	0	10	Br Mgr III - Springfield	
7	M	0	20	Asst Sales/PM - Springfield	
7	M	0	20	Sales/PM II - Springfield	
7	M	0	20	Asst Sales/PM - Springfield	
7	F	0	50	Br Admin III - Springfield	
7	F	0	50	Clerical	
7	M	0	60		Journeyman
7	M	0	60		Journeyman
7	M	0	60		Journeyman
7	M	0	60		60% 3rd 750 Hours
7	M	0	60		Journeyman
7	M	0	60		Journeyman
7	M	0	60		Foreman (1-4)
7	M	0	60		Journeyman
7	M	0	60		Foreman (1-16)
7	M	0	60		Journeyman
7	M	0	60		Foreman
7	M	0	60		Journeyman
7	M	0	60		Foreman (1-4)
7	M	0	60		Journeyman
7	M	0	60		Journeyman
7	M	0	60		Journeyman
7	M	0	60		Foreman (2-5)
7	M	2	80		Basic Laborer
7	M	0	80		Journeyman
7	F	0	80		Basic Laborer
7	M	1	80		75% Apprentice
7	M	0	80		Journeyman
7	M	0	80		Basic Laborer
31					
Race Code:	0- White				
	1 - Black				
	2 - Hispanic/Latino				
	3 - Native Hawaiian/Pacific Islander				
	4 - Asian				
	5 - American Indian or Alaskan Native				
	6 - Two or more races				
EEO Group:	10 - Mid Level Managers				
	20 - Professionals				
	50 - Clerical/Administrative				
	60 - Skilled Laborer				
	80 - Unskilled Laborer				