

### **EQUAL EMPLOYMENT EMPLOYER**

Tervo Masonry will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin or handicap. Tervo Maonry will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Tervo Masonry agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.