

Equal Employment Opportunity Affirmative Action Program of A & W Contractors Inc.

and

**Good faith Statement Regarding Disadvantaged Business Enterprises
And Small, Women, and Minority Owned Business Participation**

A & W Contractors, Inc. will not discriminate against any employee or applicant for employment because of race, religion, color or sex, age or national origin or physical or mental handicap. A & W Contractors Inc. takes affirmative action to ensure that applicants are employed, and that employed are treated during employment without regard to their race, religion, color sex, age, national origin or physical or mental handicap. Such action shall include but not be limited to, the following: employment upgrading, demotion or transfer, recruitment, layoff or termination, Rates of pay or other forms of compensation. Chris Logan is designated " Equal Employment Officer" for this company. Elizabeth Hamilton is his assistant and officer. They are charged with the responsibility of securing compliance with this plan and will report to the president of the company as to progress. All supervisory employees have been instructed to notify the E.E. O. in advance on all demotions, layoffs and terminations. Chris Logan or Elizabeth Hamilton may be reached at (757) 523-8668, 530 Woodlake Circle , Chesapeake, Va. 23320 or Chris' cell at (757) 681-1927

A & W Contractors, Inc. has no affiliation with any union,

A & W Contractors Inc. will comply with all applicable regulations of the civil Rights Act of 1964 and with all provisions of executive order 11246 of September 24th, 1965 and of the rules, regulations, and relevant orders of the Secretary of Labor

A & W Contractors Inc. will furnish all information and reports required by executive order 11246 of September 24th, 1965, applicable regulations of the Civil Rights Act of 1964 and of the rules, regulations and orders of the secretary of labor, or pursuant thereto, and will permit access to the books, records, and accounts by the contracting agency and the Secretary of labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

A & W Contractors Inc. certifies that it does not and will not maintain or provide for its employees any segregated facilities at any of its establishments and that it does not and will not permit its employees to perform services at any locations, under its control where segregated facilities are maintained. A & W Contractors, Inc. understands and agrees that a breach of this certification is a violation of the equal opportunity clause.

A & W Contractors Inc. requires all subcontractors, suppliers, and providers of professional services to certify compliance with Title VII of the Civil Rights Act of 1964 as well as Executive order 11246 .

Employment of Veterans

As approved by 41 cfr 50-250, A & W Contractors Inc. agrees that all employment openings of A & W Contractors Inc. which exist at the time of execution of this contract, including those not generated by the contract and included those occurring in our establishment ,other than the one wherein the contract is being performed but excluding those of independently operated corporate affiliates, shall to the maximum extent feasible, be offered for listing at an appropriate local office of the federal-state employment service system wherein the opening occurs and to provide such hires as may be required: provided that this provision shall not apply to openings which A & W Contractors Inc. fills from within its own organization.

Employment of Handicapped Persons

Under section 503 of the rehabilitation act 1973, A & W Contractors certifies that, in employing persons to carry out contracts entered into it will take affirmative action to employ and advance in employment qualified handicapped individuals, defined as " as any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such an impairment.