



Equal Employment Opportunity and Affirmative Action Policy Statement

Covering Michigan Paving & Materials Co., Cadillac Asphalt LLC, Stoneco of Michigan

Michigan Paving & Materials Co.'s and all related and/or affiliated companies (Company) have been and continue to be an Equal Employment Opportunity employer. It is the policy of the Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, sexual orientation, gender identity, color, national origin, age, disability, genetic information, marital status, height, weight, familial status, or any other classification protected by federal, state, or local laws. Such action shall include: employment, upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, pre-apprenticeship, and/or on-job-training.

Specifically, we will not tolerate:

- ✓ Discrimination in hiring.
- ✓ Discrimination in training opportunities.
- ✓ Discrimination in advancement opportunities.
- ✓ Discrimination in subcontracting practices.
- ✓ Harassment based on any protected characteristic.
- ✓ Violence, threat of violence, or intimidation.
- ✓ Or any practice that tends to deny equal access to opportunities or perpetrates discrimination.

It is our intent to provide a workplace where anyone can perform their work assignment free from vulgar and obscene language or actions; violence, threat of violence or intimidation; jokes based on any protected characteristic; and any other form of offensive written or verbal action or materials based on any protected characteristic. **Any inappropriate** activity in any of these areas will result in disciplinary action up to termination.

The Company Affirmative Action Plan is the specific action taken to assure minorities, women, protected veterans and disabled veterans will have equal opportunity for employment. The Company maintains an Affirmative Action Plan which is accessible upon request through the Equal Employment Opportunity Officer, Lynn Miller.

Our Equal Employment Opportunity Officer, Lynn Miller, is available at (734) 323-3015 to receive any complaint or suggestion regarding our E.E.O. practices.

Human Resource Contact

Lynn Miller, HR Director

734-323-3015

Lynn.Miller@na.crh.com

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

Rick Becker, President

3/25/2025



March 25, 2025

Michigan Department of Transportation (MDOT)

Re: EEO Officer - Updated

The EEO Officer for Michigan Paving & Materials Co. and all affiliated companies, Lynn Miller, is assigned the responsibility of monitoring the company's EEO policies and procedures in accordance with our Affirmative Action and EEO policy.

As EEO Officer, she counsels with those that have the authority to hire and terminate employees on employment matters.

Sincerely,

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

Rick Becker
President
Michigan Paving & Materials
Cadillac Asphalt LLC
Stoneco of MI

*2575 S. Haggerty Road, Suite 100
Canton MI 48188
We are an EEO Employer*