

EQUAL EMPLOYMENT OPPORTUNITY POLICY

This statement is to affirm Molin Concrete Products Company policy of providing Equal Opportunity (EEO) to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, gender, sexual/affection orientation and gender identity, disability, age, marital status, membership or activity in a local human rights commission, status with regard to public assistance, genetic information (genetic testing, family medical history, and/or genetic services), retaliation, retaliation by association, retaliation by opposition, pregnancy, ancestry, or familial status.

Molin Concrete Products Company will maintain zero tolerance for harassment of or by any employee or applicant for employment because race, color, creed, religion, national origin, gender, sexual/affection orientation and gender identity, disability, age, marital status, membership or activity in a local human rights commission, status with regard to public assistance, genetic information (genetic testing, family medical history, and/or genetic services), retaliation, retaliation by association, retaliation by opposition, pregnancy, ancestry, or familial status. We will maintain an internal complaint procedure for complaints of such harassment, and will provide employees with contact information for Federal, State and Local enforcement agencies.

We will take Affirmative Action (AA) to ensure that all employment practices are free of such discrimination and harassment. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities.

Molin Concrete Products Company fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts with subcontractors for goods and services.

Our Company will commit the necessary time and resources, both financial and human, to achieve the goals of Affirmative Action and Equal Employment Opportunity.

Molin Concrete Products Company will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action and Equal Opportunity objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

Molin Concrete Products Company has appointed Linda Scott to be the AA/EEO Coordinator. Her responsibilities will include monitoring all EEO activities and reporting the effectiveness of our Affirmative Action Program, as required by Federal, State and Local agencies. She will be given the necessary top management support and staffing to fulfill his/her job duties. As President and CEO, I will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action Program during normal business hours by contacting the EEO Coordinator.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact either Linda Scott, HR Director for Molin Concrete at 415 Lilac Street, Lino Lakes, MN 55014, (651) 792-1459 or any other representative of management, including me. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

Thomas E. Molin
President and CEO
Molin Concrete Products Company