



TO: All Employees

DATE: 11/13/08

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Policy

It is the policy of Wayne Brothers, Inc. to provide equal employment opportunities to all individuals without regard to race, color, religion, sex, national origin, age, veteran or handicapped status. This policy covers all phases of employment, including but not limited to, recruiting, hiring, placement, upgrading, promotion, demotion or transfer; layoff, recall and termination; rates of pay or other forms of compensation, fringe benefits and selection for training; to the use of all facilities and to participation in all company sponsored employee activities. To ensure that employment and promotional decisions are made in accordance with equal employment opportunity, the company imposes only valid requirements for these opportunities. This policy shall be periodically brought to the attention of the supervisory force and shall be administered with a positive attitude.

It is the responsibility of each supervisor to ensure affirmative implementation of this policy in order to avoid any discrimination in employment. All employees are expected to recognize this policy and cooperate with its implementation. Violation of this policy is a disciplinable offense.

This statement reaffirms Wayne Brothers, Inc.'s commitment to continue to carry out the policy of equal employment opportunities.

Employees are encouraged to contact the EEO Officer with any questions, concerns or complaints they may have regarding equal employment.

Director of Human Resources
Wayne Brothers, Inc.
195 Ervin Woods Drive
Kannapolis, NC 28081