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## Subcontractor Exhibit "D"

### STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

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It will continue to be the policy of this company to ensure employment opportunity to all qualified persons without regard to race, color, religion, sex or national origin. This policy is applicable to all matters relating to hiring, recruiting, training, promoting, transferring and terminating, except where sex is a "bona fide" occupational qualification, as interpreted under the Civil Rights Act of 1964 and Executive Order 11246.

It is also the policy of this company to ensure that all employment and promotional decisions are in accord with principles of Equal Employment opportunity by imposing only valid requirements for such employment and promotional opportunities, including, but not limited to, educational, training and experience.

All personnel actions, i.e. compensation, benefits transfers, layoffs, rehiring, employer sponsored training, education, tuition assistance, social or recreational programs shall be administered without regard to race, creed, color, sex or national origin.

This company will not maintain or provide for employees any segregated facilities at any of its establishments, nor does it permit employees to perform their services at any location, under its control, where segregated facilities are maintained.

This statement of Equal Employment Opportunity shall be disseminated to all Subcontractors, major suppliers, employees and its officers of this company and it shall be known that the PRESIDENT of Pattillo Construction Corporation wholly embraces the provisions of the Civil Rights Act of 1964, Executive Order 11246 and any amendments thereto.

Please sign as acknowledgment of and your concurrence with this STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY.

Sincerely,

Scott Griffin  
President

Our Concurrence in your EQUAL OPPORTUNITY POLICY is hereby acknowledged.

BY: \_\_\_\_\_  
Subcontractor's Signature

DATE: \_\_\_\_\_

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Initials \_\_\_\_\_