



ASPHALT PAVING • ENGINEERING CONTRACTORS
LIC. A-782908

EEO POLICY STATEMENT

It has been and will continue to be the policy of R.J. Noble Company that it shall be an equal opportunity employer. To assure full implementation of this policy, R.J. Noble Company shall act affirmatively to assure that it will:

It is the policy of the Company to employ, retain, promote, layoff, or terminate and otherwise treat all employees solely on the basis of merit, competency, and qualifications and overall work performance. All employment decisions are made without regard to age, race, sex, gender, color, military service, sexual orientation, national origin, religious creed, ancestry, physical or mental condition, marital status or any other protected status as defined by relevant law. Employees are strictly forbidden to harass co-workers for any reason. Compensation, terms, conditions, and privileges are to be equal for work.


James N. Ducote, Chief Financial Officer