**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Watson Excavating Incorporated not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

Watson Excavating Incorporated will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

Watson Excavating Incorporated will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy and all employment decisions are based on individual merit only.

All current employees of Watson Excavating Incorporated are requested to encourage qualified disabled persons, minorities, and veterans to apply for employment.

It is the policy of Watson Excavating Incorporated that all company activities, facilities, and job sites are non-segregated.

It is the policy of Watson Excavating Incorporated to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

Eric T Watson

1250 Comly Rd.

Turbotville, PA 17772

570-649-6430