



**Swank Construction Company, LLC**

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New Kensington, PA 15068  
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**Andrew R. Swank**  
President & CEO

An Equal Employment Opportunity Company

**EEO POLICY STATEMENT**

IT IS THE POLICY OF THIS COMPANY TO ASSURE THAT APPLICANTS ARE EMPLOYED, AND THAT EMPLOYEES ARE TREATED DURING EMPLOYMENT, WITHOUT REGARD TO THEIR RACE, RELIGION, SEX, COLOR, ANCESTRY, NATIONAL ORIGIN, AGE, DISABILITY, SEXUAL ORIENTATION, UNION MEMBERSHIP, GENDER, CREED, OR ANY OTHER BASIS PROHIBITED BY LAW, SUCH ACTION SHALL INCLUDE: EMPLOYMENT, UPGRADING, DEMOTION, RECALL OR TRANSFER; RECRUITMENT OR RECRUITMENT ADVERTISING; LAYOFF OR TERMINATION; RATES OF PAY OR OTHER FORMS OF COMPENSATION; AND SELECTION FOR TRAINING, INCLUDING APPRENTICESHIP, PRE-APPRENTICESHIP, AND/OR ON-THE-JOB TRAINING.

IF THERE ARE ANY QUESTIONS CONCERNING EEO POLICIES, PLEASE CONTACT YOUR EQUAL OPPORTUNITY OFFICER:

**Swank Construction Company, LLC EEO Officer**

**NAME: RONALD J. HAGS**  
**ADDRESS: 632 HUNT VALLEY CIRCLE**  
**NEW KENSINGTON, PA 15068**  
**TELEPHONE: 724-335-6000**

**SIGNATURE:** Andrew R. Swank

**TITLE: PRESIDENT & CEO**  
**DATE: Monday, August 29, 2011**