

January 4, 2010

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

ALCORN FENCE COMPANY is committed to providing and affording all employees and applicants equal employment opportunity and a work environment free from unlawful harassment and discrimination because of race, color, religion or creed, sex, national origin or ancestry, veteran or marital status, physical, mental or medical condition and/or disability, sexual orientation, and age, or any other basis protected by federal or state law. The Company acknowledges that all such harassment and discrimination is unlawful. These policies apply to all persons involved in the operation of Alcorn Fence Company: supervisors, support personnel, employees and any person doing business with or for Alcorn Fence Company.

ALCORN FENCE COMPANY agrees to take affirmative action to employ, advance in employment and otherwise treat qualified individuals, qualified minorities, and qualified disabled veterans without discrimination in all employment practices such as the following: recruitment, upgrading, promotion, demotion, transfer, layoff, termination, rates of pay, benefits, selection for training, including pre-apprenticeship, apprenticeship, on-the-job training, and advertising.

ALCORN FENCE COMPANY, similarly, is committed to providing and affording a work environment free from all harassment, intimidation and coercion for all employees to include females and/or minorities.

ALCORN FENCE COMPANY does not, and will not maintain nor provide for its employees any segregated facilities on the basis of race, color, religion or creed, national origin or ancestry, veteran or marital status, sex, physical, mental or medical condition, and/or disability, sexual orientation, and age, or any other basis protected by federal or state law at any of its establishments. Alcorn Fence Company does not and will not permit its employees to perform their services at any location under its control where segregated facilities are maintained.

ALCORN FENCE COMPANY encourages all employees to refer minority and/or female applicants to the Company for employment. Related information and referral procedures for such individuals will be described in detail upon request.

ALCORN FENCE COMPANY has designated Mrs. Sharon McKendrick as the Company's Equal Employment Opportunity Representative. Mrs. McKendrick is available to all employees and potential employees to respond to any matter or questions concerning the above policy. Mrs. McKendrick may be contacted at: Alcorn Fence Company, 9901 Glenoaks Blvd., Sun Valley, Ca. 91352. Telephone No. (323) 875-1342 or (818) 983-0650, Fax No. (818) 768-9719.

GREG ERICKSON  
PRESIDENT

SHARON McKENDRICK  
EEO OFFICER