

Garcia Steel, LLC

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Arizona Contractor's License C-70 318301 City of Tucson SBE/ADOT DBE

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EEO Policy and EEO Officer Notice

To Whom it may concern:

Garcia Steel, LLC (Garcia Steel) is committed to providing a non-discriminatory employment environment for its employees and all applicants.

The policy of Garcia Steel is to fully comply with applicable federal, state, and local laws, rules and regulations related to non-discrimination in employment. Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years or older), military and Veteran Status is prohibited. Violations of this policy will be subject to discipline, up to and including termination.

Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation, benefits eligibility, or training opportunities.

All employees are expected to comply with this Equal Employment Opportunity Policy. All management and employees are required to attend non-discrimination training and expected to cooperate fully in meeting Garcia Steel's equal employment opportunity objectives.

Any employee who believes that he or she has been discriminated against or has witnessed discrimination against other employees must immediately report any incident to Joshua Garcia, EEO officer at 520-762-7566, or in person.

Garcia Steel will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint.



Joshua Garcia
EEO Officer – Garcia Steel, LLC