

Equal Employment Opportunity/Affirmative Action Policy Statement

Michels Utility Services, Inc. ("Company") provides equal employment opportunity to all employees and applicants. The Company prohibits discrimination and harassment on the basis of race (including hairstyle or texture), creed, color, religion, sex (including pregnancy, childbirth, and related medical conditions), age, national origin/ancestry, disability, military and veteran status, sexual orientation, gender identity or expression, marital status, familial status, genetic information (including family medical history), and all other characteristics protected by applicable laws. The Company maintains and enforces a policy on harassment prevention, complaint procedures, and penalties for violations.


The Company's Equal Employment Opportunity (EEO)/Affirmative Action Policy is a public document. All managerial personnel, supervisory personnel, and employees must share in the responsibility to ensure the Company's compliance with the EEO/Affirmative Action Plan. This Policy is available on the Company website (www.michels.us).

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The Company is interested in qualified job applicants. All employees are urged to refer qualified job candidates, including women, minorities, and those with disabilities, to the Company. In seeking referrals of craft workers from the union hall, we will specify that women, minorities, and those with disabilities are to be included in all such referrals. In soliciting bids for subcontracts, minority, female and disadvantaged business enterprise construction contractors and suppliers will be contacted.

For more information, please contact the EEO Officer during normal business working hours (8 a.m. to 5 p.m. CST) at 920-3132.

It is the Company's intention that all actions and decisions will support the spirit of this Policy and program. It is incumbent upon every employee to do the same. The Company does not tolerate retaliation or acts of retaliation against anyone who raises a concern under this policy or who assists with an internal or governmental audit or investigation.



Dan Britz, President

Date

1/01/2024