



HIS Constructors, INC **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

The employment policies and practices of HIS Constructors, INC are to recruit, hire and treat employees without regard to race, religion, color, sex, age, national origin, veteran status or disability. The Company will make reasonable accommodations to the religious observances and practices of employees, when such accommodations can be made without undue hardship on the conduct of the Company's business.

This Company submits this plan to assure compliance with the Civil Rights Act of 1964, as amended, Federal Highway Act of 1968 Executive Orders 11246 and 11375, the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, the Indiana Civil Rights Act, any other Federal and State laws and regulations that may pertain to this program; and to reaffirm our continued commitment to a program of equal employment and merit employment policies.

HIS Constructors, INC agrees to assert leadership within the community and to put forth effort to achieve full employment and utilization of the capabilities and productivity of all our citizens without regard to race, religion, color, sex, age, national origin, or disability.

Our Company is committed to providing Equal Employment Opportunity with respect to hiring, termination, compensation, advancement, upgrading, promotion, and transfer, as well as all other terms and conditions of employment. HIS Constructors, INC will not tolerate any form of discrimination or harassment of our employees by co-workers, supervisors, customers, or vendors. This commitment extends to our policies on recruiting, advertising, hiring, placement, promotion, training, transfer, wages, benefits, termination and all other privileges, terms and conditions of employment.

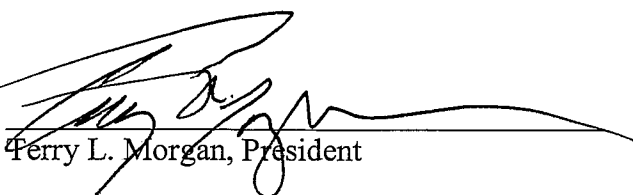
If an employee or applicant believes that he/she has been subject to treatment or witnessed another employee or applicant subject to treatment in violation of this policy should report it immediately to the EEO Officer. The EEO Officer will initiate all investigations within 5 business days of the report.

Any employee or applicant wishing to review HIS Constructors, INC Affirmative Action Program, or additional policies on discrimination or harassment may contact the EEO Officer or CFO.

Brian Keeney is HIS Constructors, INC appointed EEO Officer.

EEO Officer: Brian Keeney
(or TJ Morgan, CFO)
Phone: 1-888-777-3241
Cell: 317-695-0425
Email: Brian.keeney@hisconstructors.com
Tj.morgan@hisconstructors.com
Mail: HIS Constructors, INC
5150 E. 65th St., Suite B
Indianapolis, IN 46220

*There is also a secure drop box at the HIS Office, by the garage bay door if needed



Perry L. Morgan, President