



Plumbing  
Heating  
Air Conditioning  
Industrial/Process Piping  
Utilities  
Sheet Metal

# **COBB MECHANICAL**

# **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

**March 15, 2020**



# COBB MECHANICAL CONTRACTORS EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

## Statement of Policy

Cobb Mechanical Contractors will not discriminate against any employee or applicant for employment because of that person's race, color, creed, ancestry, religion, age, disability, medical condition, sex, sexual orientation, transgender, marital status, national origin, based on genetic information, citizenship, or any other class protected by state or federal law and will treat all such employees or applicants equally as required by federal, state, and local law. Moreover, to the extent required under the relevant federal law pertaining to federal contractors, the Company will take affirmative action in an effort to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, age, sex, disability, national origin based on genetic information. Such action shall include, but not limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination, rates or pay or other forms of compensation; and selection for training, including apprenticeship.

APPROVED

A handwritten signature in blue ink, consisting of several overlapping loops and strokes, positioned above a horizontal line.

Tom F. Cobb, President

03/15/2020

Date

