

Careers: EEO Policy (Equal Employee Opportunity)

We fully support the principle of Equal Employment Opportunity and the policy of non-discrimination in all employment matters. Our policy was adopted for the purpose of furthering equal opportunities in the recruiting, hiring, training, advancing, compensating, promoting, assigning jobs, and laying off or terminating employment, without regard to race, color, religion, national origin, disability, age, sex or status as a Vietnam-era or special disabled veteran in accordance with applicable federal laws.

Our company slogan is "Equal Employment Opportunities for All," and we include in all advertisements for personnel the words "An Equal Opportunity Employer."

Nondiscrimination is practiced in the hiring, advancing, and promoting of employees into supervisory positions according to our appraisal of their skills and abilities. The Company participates in an on-the-job training program, and works through various local construction industry unions, the Associated General Contractors of America, and local educational institutions to develop a source of skilled workers on a completely nondiscriminatory basis. We also encourage the use of available training programs, union training programs and will be happy to advise what programs are available and the entrance requirements for each, as well as assist in applying for or entering such programs.

All employees are requested to encourage any individual, male or female, regardless of race, color, religion, national origin, disability, age, or status as a Vietnam-era or special disabled veteran in accordance with applicable federal laws to make application for employment with this Company or to apply for training under available programs.

This Company, in accordance with federal law, will maintain an affirmative action plan designed to utilize minority and female manpower, where feasible, in an effort to fully comply with specified goals as required by applicable regulations.

Discrimination Complaint Procedure

Any incident of alleged discrimination by this Company, its supervisors or employees, or any person or organization acting on behalf of M.R. Pittman should immediately be reported to the company's , Human Resources Manager, or the President of the Company.

Upon receipt of a complaint of discrimination, the company will promptly investigate the matter. Any persons found to be in violation of the Company's anti-discrimination or equal opportunity policy will be subject to disciplinary action, up to and including discharge. No person's employment will be adversely affected for bringing a bona fide complaint of discrimination to M.R. Pittman Group's attention.

Affirmative Action

M.R. Pittman Group, LLC maintains an affirmative action program as mandated by federal law because it is a government contractor and subcontractor.

Non-Discrimination Against and Accommodation of Individuals with Disabilities

M.R. Pittman Group, LLC complies with the Americans with Disabilities Act (ADA) and all applicable state and local laws providing for non-discrimination in employment against qualified individuals with disabilities. M. R. Pittman also provides reasonable accommodations for such individuals in accordance with state and federal law. It is M.R. Pittman's policy to, without limitation:

1. Ensure that qualified individuals with disabilities are treated in a non-discriminatory manner in the pre-employment process and that employees with disabilities are treated in a non-discriminatory manner in all terms, conditions, and privileges of employment.

2. Inquire into an employee's or applicant's medical condition and/or administer medical examinations only when justified by business necessity, to determine the employee's fitness for duty, or to determine whether the employee or applicant for employment can perform the essential functions of the job.
3. Keep all medical-related information confidential in accordance with the requirements of the ADA and to retain such information in separate confidential files.
4. Provide reasonable accommodations to applicants and employees with disabilities except where such an accommodation would create an undue hardship on M. R. Pittman Group or would pose a direct threat to the employee requesting accommodation and/or to the company, its employees, customers, and other persons with whom the employee may come into contact on the job site.

Procedure for Requesting An Accommodation

Qualified individuals with disabilities may make a request for reasonable accommodation to M.R. Pittman's Secretary or President .Upon receipt of an accommodation request, a representative will meet with the requesting individual to discuss and identify the precise limitations resulting from the disability and the potential accommodation that the company might make to help overcome those limitations.

We will determine the feasibility of the requested accommodation, considering various factors, including, but not limited to, the nature and cost of the accommodation, the availability of tax credits and deductions, outside funding, the company's overall financial resources and organization, company policy, positions and/or accommodations available at the time of the request, and the accommodation's impact on the operation of the company, including its impact on the ability of other employees to perform their duties and the company's ability to conduct its business. There is no guarantee that an accommodation will be granted, but M.R. Pittman Group will make every attempt to reasonably accommodate the requesting individual.