

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy and practice of W.W. Gay Mechanical Contractor, Inc. to recruit and hire qualified applicants for employment regardless of their race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status. To further this objective, the Company has established procedures to ensure that all personnel actions such as compensation, benefits, transfers, promotions, layoffs, returns from layoffs, social and recreational programs, and all Company facilities are administered without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status.

It is further the policy of W.W. Gay Mechanical Contractor, Inc. to comply and cooperate to the fullest extent with all applicable regulations of the Civil Rights Act of 1964, VEVRAA, Section 503 of the Rehabilitation Act, and Executive Order No. 11246. Our Company EEO Officer is Frank Houser, and he/she can be contacted at 524 Stockton Street, Jacksonville, FL 32204. Telephone: (904) 394-2696.



W.W. Gay

CEO, W.W. Gay Mechanical Contractor, Inc.