



**ROCK ROAD COMPANIES, INC.**  
SINCE 1913

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[www.rockroads.com](http://www.rockroads.com)

Reviewed: January 24, 2024

## **Equal Employment Opportunity / Affirmative Action Policy**

Rock Road Companies, Inc. is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee based on any legally-recognized basis, including, but not limited to: actual or perceived race (including traits associated with race, such as hair texture and protective hairstyles (e.g., braids, locks and twists)), color, sex (including married women and unmarried mothers), religion, age (40 or older), national origin, ancestry, marital status, protective order status, disability, military status, unfavorable discharge from military service, sexual orientation (including actual or perceived orientation and gender identity), citizenship status or work authorization status, genetic information, ancestry, pregnancy (including childbirth or medical or common conditions related to pregnancy or childbirth, past pregnancy condition and the potential or intention to become pregnant), certain arrest or criminal history records, homelessness (i.e., lack of a permanent mailing address or a mailing address that is a shelter or social services provider), HIV status, use of lawful products outside of work during nonworking hours, or any other status protected by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

It is the policy of Rock Road to:

- take affirmative action to ensure applicants are employed and employees are treated without regard to actual or perceived race (including traits associated with race, such as hair texture and protective hairstyles (e.g., braids, locks and twists)), color, sex (including married women and unmarried mothers), religion, age (40 or older), national origin, ancestry, marital status, protective order status, disability, military status, unfavorable discharge from military service, sexual orientation (including actual or perceived orientation and gender identity), citizenship status or work authorization status, genetic information, ancestry, pregnancy (including childbirth or medical or common conditions related to pregnancy or childbirth, past pregnancy condition and the potential or intention to become pregnant), certain arrest or criminal history records, homelessness (i.e., lack of a permanent mailing address or a mailing address that is a shelter or social services provider), HIV status, use of lawful products outside of work during nonworking hours, or any other status protected by federal, state or local law;
- comply with all relevant and applicable provisions of the current Americans with Disabilities Act (“ADA”). Rock Road will not discriminate against any qualified

employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability;

- make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided the individual is otherwise qualified to safely perform the duties and assignments connected with the job;
- achieve understanding and acceptance of Rock Road's policy on Equal Employment Opportunity / Affirmative Action by all employees and by the communities in which the company operates;
- thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- be continually alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity / Affirmative Action Policy.

Furthermore, Rock Road Companies, Inc. is committed to ensuring all subcontractors, suppliers, trucking firms, companies, or individuals do not discriminate against any individual(s) based on a protected class.

At this time, Rock Road would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

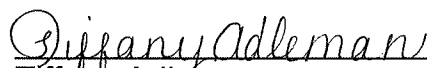
In addition to the rights that certain employees may have under Wisconsin and Federal law, certain employee may also be entitled to protection under the Illinois Human Rights Act. The Illinois Human Rights Act prohibits discrimination on the basis of race, color, religion, sex (including sexual harassment), national origin, ancestry, age (40 and over), order of protection status, marital status, sexual orientation (including gender-related identity), physical or mental disability, conviction record, and military status or unfavorable discharge from military service. The act also prohibits discrimination because of pregnancy, citizenship status and arrest record in employment. Employers must not inquire into or use expunged, sealed, or impounded arrest or criminal records as a basis to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or terms, privileges, or conditions of employment or to retaliate against a person who has opposed job bias or perceived sexual harassment, filed a complaint, or assisted with an investigation under the act.

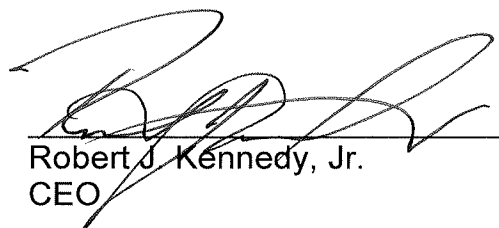
The Illinois Human Rights Act applies to employers who employ 15 or more employees, employers of one or more workers when the alleged violation is handicap, discrimination or sexual harassment; and to any employer that is party to a public contract no matter what the number of employees.

Any individual who believes that they or another individual has been subjected to discrimination in violation of this policy should report it pursuant to the *Sexual and Other*

*Prohibited Harassment* policy. If the Company determines this policy has been violated, appropriate disciplinary action, up to and including termination of employment, will be taken. Retaliation is prohibited against any person by another employee or by the Company for using this complaint procedure, reporting proscribed discrimination or for filing, testifying, assisting, or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. An individual should report any retaliation prohibited by this policy pursuant to the *Sexual and Other Prohibited Harassment* policy. If a complaint of retaliation is substantiated, appropriate disciplinary action, up to and including termination of employment, will be taken.

Signed this 24<sup>th</sup> day of January, 2024

  
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Tiffany Adleman  
EEO Officer

  
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Robert J. Kennedy, Jr.  
CEO