

Notice For All Asphalt Applicants

Operation Statement

It is the policy of Norris Asphalt Paving Co. to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for on-the-job training.

Designation of EEO/AA Officer

Norris Asphalt Paving Co. has designated Shari Rupe, P.O. BOX 695, Ottumwa, IA 52501, Telephone (641)682-3427 as the EEO/ AA Officer. Shari Rupe has the responsibility to effectively administer and promote this policy, and is assigned adequate authority and responsibility to do so.

Training Letter

Norris Asphalt Paving Co. has an approved informal training and promotion program.

At this time, our company offers training programs in the following job classifications/ areas:

Asphalt Laborer, Roller Operators, Truck Drivers

The qualifications to be considered for our company's training program are that the trainee must be an employee in good standing and have supervisory approval. For copies of each areas training programs outline, you must request them from:

Shari Rupe
EEO/ AA Officer
14242 Terminal Ave.
Ottumwa, IA 52531
(641) 682-3427

Norris Asphalt Paving complies with the Iowa Smoke Free Air Act. For more information visit www.iowasmokefreeair.gov