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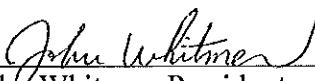
The written policy of ABC Electric Company, Inc. relative to Equal Opportunity and affirmative action is as follows:

It is the policy of ABC Electric Company, Inc. to take affirmative action in affording equal employment opportunity to all qualified persons without regard to race, color, religion, sex, national origin, disabled, veteran of the Vietnam era or disabled veteran. This shall apply to all personnel practices included but not limited to, hiring, training, promotion, transfer, compensation, or termination and shall cover all salaried and hourly paid non-manual positions in the office and field and all hourly paid jobs within the respective construction trades.

Furthermore, it is the policy of this company to comply to the fullest extent with the applicable regulations of Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, (38 U.S.C. 4212), and their implementing regulations and to support the affirmative action requirements for the employment of women and minorities in the construction trades.

Our Equal Employment Opportunity Officer is John Whitmer. He can be contacted at (402) 435-3514.

ABC Electric Company, Inc.

  
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John Whitmer, President