



FRANCIS J. PALO, INC.
P.O. BOX 368 • 309 S. 4TH AVENUE • CLARION, PA. 16214
PHONE: (814) 226-9361 • FAX: (814) 226-9066

EEO POLICY STATEMENT

It is the policy of this company to assure that any employee, applicant for employment, independent contractor or any other person is not discriminated against with regard to their race, religion, sex, color, ancestry, national origin, age, disability, or sexual orientation. 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 training, including apprenticeship, pre-apprenticeship, and/or on-the-job training. If there are any questions concerning this policy, please contact the equal opportunity officer:

NAME: Walter Karg

ADDRESS: P.O. Box 368, Clarion, PA 16214

TELEPHONE NO.: 814/226-9361

SIGNATURE: 

TITLE: EEO OFFICER

DATE: January 01, 2012

EQUAL OPPORTUNITY EMPLOYER