



**FRED M. LUTH & SONS, INC.**  
*The Underground Pipe Experts*

## NOTICE

### **Equal Employment Opportunity Statement**

We allow all employees and job applicants equal employment opportunities in hiring and promotion without discrimination because of age, sex (including pregnancy), marital status, ancestry, race, religion, color, veteran status, physical or mental disability, gender identity, sexual orientation, national origin or any other legally protected status. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

It is our policy and obligation to maintain a work environment free of harassment of any kind, intimidation, or coercion at all company property and work sites.

Anyone who believes they have been discriminated against should contact the company EEO Officer. The EEO Officer is Michael W. Luth and can be reached at:

Michael W. Luth  
4516 McRee Avenue  
St. Louis, MO 63110  
Phone: 314-771-3892  
Fax: 314-771-4486  
[mluth@fredmluth.com](mailto:mluth@fredmluth.com)

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EEO Officer