

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Basic Industries of South Texas, Ltd. to provide equal employment opportunity. We will not discriminate against any employee or applicant because of race, color religion, sex, national origin, disability, age or veteran status in employment, upgrading, demotion, transfer, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, or selection for training.

Procedures for making a complaint: Any employee who believes that he or she has been discriminated against may choose to report the complaint to his or her supervisor or to the following persons:

Human Resource Manager	Main Office	361-884-4906
Managing Partner	Chip Hough	361-438-6655

Investigation: Each complaint of discrimination will be thoroughly investigated and the complainant will be kept informed as to the status of the investigation. Confidentiality will be maintained throughout the investigation to the extent practical and appropriate under the circumstances. The Company will not in any way retaliate against the individual who makes a complaint of discrimination or individuals involved in the cooperation of discrimination investigations.

Discipline: Any employee, supervisor or manager found to have engaged in misconduct constituting discrimination, will be disciplined up to and including termination. Any person found to have retaliated against another individual for reporting discrimination shall be subject to the same disciplinary action.

Basic Industries of South Texas will make every effort to ensure that all personnel are familiar with this policy and know that any complaint received will be thoroughly investigated and appropriately resolved.

W.T. Hough, Jr.
Partner

J. David Gottlich
Partner

Dennis Van Fleteren
Partner