



AMERICAN CONCRETE & DEMOLITION

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Supplier Diversity Program

American Concrete & Demolition recognizes the importance of supplier diversity. If the company is to continue to grow in an increasingly diverse marketplace, we must encourage and support the growth and development of diverse business enterprises. We believe that doing business with diverse suppliers enhances our service offerings, while helping to grow the communities we serve. It's the right thing to do and the smart thing to do. Our goal is to develop an increasing number of qualified diverse suppliers capable of doing business with American Concrete & Demolition. This goal supports the company's policy of providing its customers with quality service. We are committed to collaborating with diverse suppliers that bring ingenuity and new perspective along with best-in-class products at competitive pricing.

We take the concept of diversity seriously at American Concrete & Demolition. We seek out the best suppliers; companies that can meet our requirements and whose products and services meet the needs of our customers. We are fully committed to doing business with diverse business enterprises.

If you're interested in working with us, please take a few minutes and read this information. It answers questions you may have about the types of vendors support we're looking for, how to introduce your company to us and what it takes to do business with American Concrete & Demolition.

We invite you to contact us to find out more about our supplier diversity program and discuss the following requirements to participate in the program.

Supplier Qualification Requirements:

Classification: Suppliers should fall within the following classifications and at least be 51% owned, operated, and controlled with U.S. or Legal Resident Alien status.

- Minority-owned Business Enterprise (MBE)
- Women-owned Business Enterprise (WBE)
- Veteran-owned Business Enterprise (VBE)
- Lesbian, Gay, Bi-sexual and Transgender (LGBT)
- Disabled-owned Business Enterprise

Certification: Suppliers that fall within aforementioned classification are required to be certified by a 3rd party agency such as:

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)



- National Gay & Lesbian Chamber of Commerce (NGLCC)
- United State Hispanic Chamber of Commerce (USHCC)
- Asian Pacific American Chamber of Commerce (APAAC)
- Native American Chamber of Commerce (NACC)
- Vets First Certification Program (for veteran-owned small businesses)
- U.S. Business Leadership Network (USBLN, for disabled-owned small businesses)

Contact if you need more information via Anna@AmericanConcreteDemo.com

American Concrete & Demolition, LLC Equal Opportunity Policy Statement

It is our policy, both as an employer and a service provider, to comply with statutory obligations as they relate to equal opportunity. When appropriate we will utilize codes of practice and best practice guides. Note: As a point of interest, The U.S. Equal Employment Opportunity Commission (EEOC) enforces the statutory obligations as they relate to: a. Race, color, religion, sex (including pregnancy), national origin, disability or genetic information in any business that has 15 or more employees who worked for it for at least twenty calendar weeks (in this year or last). b. Age discrimination in any business that has 20 or more employees who worked for it for at least twenty calendar weeks (in this year or last). c. Equal pay -- it illegal to pay different wages to men and women if they perform substantially equal work in the same workplace. Note: If we have a federal contract or subcontract (or combined contracts) in excess of \$10,000.00 in any 12-month period, we are subject to the U.S. Department of Labor's (DOL) Office of Federal Contract Compliance Programs (OFCCP) which include: a. Executive Order 11246, as amended (E.O. 11246) prohibits discrimination and requires affirmative action to ensure that all employment decisions are made without regard to race, color, religion, sex or national origin. b. Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) prohibits discrimination and requires affirmative action in the employment of qualified individuals with disabilities. c. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) prohibits discrimination against specified categories of veterans protected by the Act and requires affirmative action in the employment of such veterans. Of course, each state and or local government we may be working in could easily have additional anti-discrimination laws which we would be obligated to follow. We will ask subcontractors to acknowledge in writing that they have equal opportunity policies and procedures in place prior to using their services. We have no desire nor the expertise to judge the quality or effectiveness of equal opportunity policies and procedures of others. We tailor our service delivery to meet the needs of diverse communities by providing the exact same service to all. The whole point of equal opportunity is realizing that all people are basically the same regardless of age, disability, genetic information, national orientation, pregnancy, race/color, religion, or sex and are to be treated as such! We provide equal pay for equal work and do not allow harassment based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. We will not retaliate if an employee files a charge of discrimination against us or complains to us about discrimination on the job or participates in an employment discrimination proceeding, such as an investigation or lawsuit against us. Even if that charge of discrimination and lawsuit against us proves to be totally false, it will not be considered in any aspect of that employee's employment including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.



Why do business with American Concrete & Demolition?

American Concrete & Demolition is an American owned and operated company that has over 30 years combined experience within our field. We are eager to expand nationwide and into a top referred and ranked industrial concrete, maintenance and construction company that offers competitive prices, full transparency and collaboration, safety as first priority, dependability, and durability within the civil field.

What is this program?

Our Supplier Diversity Program is a key part of a company initiative to build and support an associate and vendor base that reflects the diversity of our customers. Specifically, the goals of our Supplier Diversity Program are to:

- Increase opportunities for diverse suppliers to join our vendor base by ensuring them an equal opportunity to provide products and services.
- Develop suppliers with whom we can build long-term relationships that are mutually beneficial.

American Concrete & Demolition maintains ethical standards in all business practices, including relationships with suppliers. We hold our suppliers to these standards contractually when they are performing work for us.

Suppliers must meet policies for legal compliance, equal employment, harassment, workplace threats and violence, electronic communications, safety, the environment, drugs and alcohol and conflicts of interest.

American Concrete & Demolition's system awards business based on best overall value by submission of bids. By nurturing relationships with small and diverse suppliers, American Concrete & Demolition's system broadens its access to products and services while demonstrating commitment to economic inclusion.

Who qualifies?

Companies must be at least 51 percent owned, operated, and controlled by one or more individuals that are a member or members of one or more of the following groups. They must have certified status as a diverse business through an authorized third-party organization. The owners must be involved in operations, demonstrating ownership and control.

In corporations, members of one or more of the following groups must hold at least 51 percent of the voting interest and 51 percent of the beneficial interest. American Concrete & Demolition recognizes the following groups as eligible to do business through our Supplier Diversity Program:



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- Minority-Owned Business Enterprise (MBE) - At least 51% owned, controlled, and managed by one or more U.S. Citizens who are a member or members of one or more of the groups listed below.)
 - Asian Indian
 - Asian Pacific
 - Black/African American
 - Hispanic
 - Native American

Woman-Owned Business (WBE) - At least 51% owned, controlled, and managed by one or more women who are U.S. citizens or lawful permanent residents

- Disability-Owned Business Enterprise (DOB) - At least 51% owned, controlled, and managed by one or more persons with disabilities who are U.S. citizens or lawful permanent residents
- LGBT (Lesbian, Gay, Bisexual, Transgender) Owned Business Enterprise (LGBTE) - At least 51% owned, controlled, and managed by an LGBT person or persons who are either U.S. citizens or lawful permanent residents
- Business entity (1) owned and operated by a Military Veteran or a Member of the Armed Forces, National Guard or Military Reserves of the United States of America, or (2) owned by one or more Disabled or Incapacitated Military Veterans and operated by the spouse or child of such Veteran or the appointed person of such Veteran.
- Business entity that meets the requirements for any of the following Small Business Administration programs:
 - Small Disadvantaged Business
 - Historically Underutilized Business Zone (HUBZone)
 - SBA 8(a) Program
- Disadvantaged Business Enterprise (DBE) as defined by the U.S. Department of Transportation
- Qualify as a diverse or small business under any local, state, or federal government program.

Certifications

American Concrete & Demolition will accept certifications from various third-party certifying agencies. If you have not been certified, or are self-certified, it is recommended that your company become certified with a recognizable certification agency prior to submitting an application. Below is a list of organizations that provide different certifications:

- National Minority Supplier Development Council (NMSDC) - <http://www.nmsdc.org/>
- Women's Business Enterprise National Council (WBENC) - <http://www.wbenc.org/>
- National Gay and Lesbian Chamber of Commerce (NGLCC) - <https://nglcc.org/>
- US Pan Asian American Chamber of Commerce (USPAACC) - <http://uspaacc.com/>
- Carolinas & Virginia Minority Supplier Diversity Council (CVMSDC)
- <http://cvmsdc.org/#welcome>



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- Federal Government Agency (ex. National Department of Transportation, Department of Veteran's Affairs);
- State Government Agencies (ex. Dept. of Transportation) can certify diversity suppliers.
- American Concrete & Demolition accepts certifications from other third-party certifying organizations.

WHAT IS THE DIFFERENCE BETWEEN "CERTIFICATION" AND REGISTRATION?"

Certification means that your company has documentation from a third-party agency verifying that it meets the requirements stated in the section above entitled, "Who Qualifies." (For a list of recommended agencies see the Certifications Section.) Suppliers are responsible for acquiring and maintaining valid certification.

Registration is the act of completing your profile through our company by submitting an application.

WHAT DO WE LOOK FOR?

Unfortunately, we can't do business with every company that approaches us. We evaluate every business, whether majority-owned or diverse-owned, on the basis of rigid standards of excellence and the ability to meet our requirements while providing a product or service that is focused on enhancing our customer experience. American Concrete & Demolition seeks suppliers whose products and services:

- Add value to our business
- Reflect the highest quality possible
- Provide a competitive cost that adds value to our customers
- Meet our insurance requirements
- Can provide on-time deliveries
- Possess a strong market presence
- Meet inventory and shipping requirements
- Are backed by innovative and strategic marketing support

REGISTRATION PROCESS

1. Mail an introductory package about your company to our Diversity Department (10231 New Britton Highway E., Whiteville, NC 28472) or email an introductory package to Anna@AmericanConcreteDemo.com, which coordinates and implements our Supplier Diversity Program. Your package should include:
 - A letter of introduction describing your company and its products and/or services
 - A company brochure and business card
 - A copy of your Diverse Supplier certification from a third-party certifying agency



If you are not certified, contact the National Minority Supplier Development Council, your state Minority Supplier Development Council or any other recognized certification authority for information.

ONCE I COMPLETE MY REGISTRATION HOW LONG WILL IT BE BEFORE I AM CONTACTED?

You will be contacted within 60 days after registration if there are current opportunities. Otherwise, we will contact you when opportunities arise.

We purchase products and services that fall into one category.

- Not For Resale: Products or services that will not be resold but instead used by American Concrete & Demolition.

WHERE DO YOU BEGIN?

Your introductory package and subsequent presentations will need to address certain points, based on the type of product or service you offer. There are three categories: Suppliers, Construction Companies and Other Companies.

Suppliers

- Product Description

Briefly describe your product. Are there any unique characteristics that differentiate your product from competitive brands?

- Competition

What is your reference brand? Is your product comparable to any existing brand? Include your cost and recommended retail and compare this to your main competitor's.

- Performance Reviews

How will you monitor your product's performance? How will you evaluate the success of your product?

Construction Companies

- Are you a large general contractor who constructs buildings or a smaller maintenance general contractor?
- If you are a large general contractor, please attach and return an AIA form.
- If you are a small contractor, please submit a list of references.



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Other Companies

- If you do not fit either of the above categories, submit a company resume listing the services you provide.
- Submit a list of customer and financial references.

WHAT DO WE BUY?

Advertising

Banking/Depository Services

Building Maintenance Equipment

Concrete

General Contracting

Lumber

Safety Equipment

Security Services and Equipment

Insurance

Legal

Temporary Employment Services

Office Supplies

Industrial Supplies & Equipment

Office Furniture

Information Technology Services Construction Supplies

Construction Equipment

Work Vehicles

Heavy Equipment

Construction Tools

Subcontracting Services (Welding, Installation, Electrical, etc.)