



**James Peterson Sons, Inc.**

Phone: (715) 748-3035

Fax: (715) 748-4530

Heavy &  
Highway Construction

PO Box 120 • Medford, WI 54451 • [www.jamespetersonsonsincc.com](http://www.jamespetersonsonsincc.com) • [jpsinc@jpsbp.com](mailto:jpsinc@jpsbp.com)

Updated January 3, 2022

**SUPPLIER/VENDER DIVERSITY PLAN  
DISADVANTAGED BUSINESS ENTERPRISES PROGRAM**

I. Policy:

The policy of James Peterson Sons, Inc. prohibits discrimination against any supplier or vender for the purchase of supplies or materials for any project or contract because of sex, color, ancestry, disability, marital status, race, religion, age, use of lawful products, arrest or conviction record, honesty testing, national origin, pregnancy or childbirth, sexual orientation, genetic testing or military service membership. This provision shall include, but not be limited to the following: Federal, State, Local or private projects and contracts. James Peterson Sons, Inc. further agrees to take affirmative action to ensure we conduct business activities with as many Disadvantaged Business Enterprises as possible.

II. Primary Responsibility:

Jeffery J. Peterson, President and Supplier/Vender Diversity Officer has overall responsibility for the James Peterson Sons, Inc. Supplier/Vender Diversity Policy and its implementation. He will maintain close contact with all divisions of the company to ensure that the policy is adhered to and that the goal is pursued. He is responsible for maintenance of all necessary supplier/vender records including reports to management on the progress.

All personnel who have responsibilities for hiring and securing suppliers and venders for all projects and contracts are charged with supporting the James Peterson Sons, Inc. Supplier/Vender Diversity program. They will provide leadership in carrying out the program's goals and objectives.

III. Dissemination of Policy:

The company makes known its Supplier/Vender Diversity program by:

1. Posting in conspicuous places the provision of the company's policy statement regarding Supplier/Vender Diversity program

2. Publicizing the Supplier/Vender Diversity program and making it available to employees.
3. Informing sub-contractors and unions verbally and in writing of the company's Supplier/Vender Diversity program.
4. Communication to new and prospective employees the existence of the Supplier/Vender Diversity program in sufficient detail to enable them to make use of it.
5. Evaluating the progress of the company regarding goals of the Supplier/Vender Diversity program frequently through executive and staff meetings.

IV. Analysis of Problem Areas:

The company shall identify any areas in which disadvantaged business enterprises could have been utilized and were not. This will apply to all projects and contracts.

V. Goals and Objectives:

The company has established goals for each project and contract and will request and solicit disadvantaged business enterprises through advertisements, letters of request and phone contacts monthly prior to each bid letting.

VI. Conclusion:

The company pledges to comply with federal and state regulations and to cooperate with governmental and community organizations to ensure equal opportunities for disadvantaged business enterprises.



Signature

Jeffery J. Peterson  
Supplier/ Vender Diversity Officer

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