



James Peterson Sons, Inc.

Phone: (715) 748-3035

Fax: (715) 748-4530

Heavy &
Highway Construction

PO Box 120 • Medford, WI 54451 • www.jamespetersonsonsincc.com • jpsinc@jpsbp.com

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

I. Policy:

The policy of James Peterson Sons, Inc. prohibits discrimination against any supplier or vendor 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/Vendor Diversity Officer has overall responsibility for the James Peterson Sons, Inc. Supplier/Vendor 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/vendor records including reports to management on the progress.

All personnel who have responsibilities for hiring and securing suppliers and vendors for all projects and contracts are charged with supporting the James Peterson Sons, Inc. Supplier/Vendor 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/Vendor Diversity program by:

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

2. Publicizing the Supplier/Vendor Diversity program and making it available to employees.
3. Informing sub-contractors and unions verbally and in writing of the company's Supplier/Vendor Diversity program.
4. Communication to new and prospective employees the existence of the Supplier/Vendor 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/Vendor 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/ Vendor Diversity Officer

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