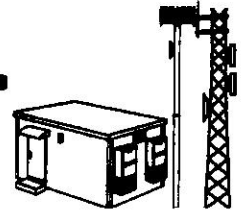


Rinehart Tower Service, Inc.



Reaching New Heights In Communication

Equal Employment Opportunity Policy

The Rinehart Tower Service, Inc. is committed to providing a non-discriminatory employment environment for its employees.

The policy of the Rinehart Tower Service, Inc. is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment.

Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years or older), military and veteran status is prohibited. Violations of this policy will be subject to discipline, up to and including termination.

Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

All employees are expected to comply with this Equal Employment Opportunity Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting Rinehart Tower Service, Inc.'s equal employment opportunity objectives.

Any employee who believes he or she has been discriminated against must immediately report any incident to the company's designated EEO Officer. The company will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint. If you have any questions regarding this policy, please contact the Office Manager/EEO Officer at (614) 868-1911.

A handwritten signature in black ink, appearing to read 'Larry Rinehart', located below the main body of text.

Larry Rinehart
President

125 Morrison Rd
Columbus Ohio 43213

E-Mail info@Rinehart-Tower.com

Fax (614) 868-1956
Office (614) 868-1911