



W. R. KELLY, Manager
P. A. DeSANTIS, Superintendent

AMERICAN SMELTING AND REFINING COMPANY
EL PASO SMELTING WORKS
P. O. Box 1111
El Paso, Texas 79999

ANDREW LIEBERT, Accounting Manager
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November 19, 1970

AMERICAN SMELTING AND REFINING COMPANY
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Our Plant has a long-standing policy that its employment practices shall provide equal opportunity for all employees without regard to race, color, creed, sex or national origin.

We in ASARCO are ever mindful of our obligations and responsibilities to the Communities in which we operate and to the Nation as a whole. One of our chosen responsibilities is to insure equal employment opportunities for all, without regard to race, color, creed, sex or national origin--except where sex is a bona fide occupational qualification.

Our hiring practices, promotions and transfers at all levels of employment must continue to be based on an individual's qualifications and ability to perform satisfactorily the job requirements with due regard to seniority, while furthering the principles of Equal Employment Opportunity.

Within ASARCO our management must provide the lead in establishing procedures to continue successfully this declared policy of non-discrimination. The effectiveness of this policy requires a high degree of cooperation on the part of all ASARCO personnel, at every job level within the Company; as Supervisors you are responsible for the continued promotion and enforcement of this Policy throughout your organization.

Mr. A. R. Scasta, Personnel and Safety Director, will continue to administer our Equal Employment Opportunity Program. I know he will have your close and active cooperation in this matter.

W. R. KELLY
MANAGER

PLAINTIFF'S EXHIBIT

ASA-949