

Conciliation Agreement

Between the

U.S. Department of Labor Office of Federal Contract Compliance Programs

And

Guyco, Incorporated

I. Preliminary Statement

The Office of Federal Contract Compliance Programs (“OFCCP”) evaluated Guyco, Incorporated’s (“Guyco”) construction projects located in the Killeen - Temple, TX Standard Metropolitan Statistical Area (SMSA). OFCCP found that Guyco failed to comply with Executive Order 11246, as amended (“E.O. 11246” or the “Executive Order”), Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 793 (“Section 503”), and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (“VEVRAA”) and their respective implementing regulations at 41 Code of Federal Regulations (CFR) Chapter 60.

OFCCP notified Guyco of the specific violations and the corrective actions required in a Notice of Violation (“NOV”) issued on October 27, 2023.

In the interest of resolving the violations without engaging in further legal proceedings and in exchange for sufficient consideration described in this document, OFCCP and Guyco enter into this Conciliation Agreement (“Agreement”) and its attachments, and the parties agree to all the terms therein.

II. General Terms and Conditions

1. In exchange for Guyco’s fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under E.O. 11246, Section 503, and VEVRAA based on the violations alleged in the NOV. However, OFCCP retains the right to initiate legal proceedings to enforce this Agreement if Guyco violates any provision of this Agreement, as set forth in Paragraph 10, below. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. OFCCP may review Guyco’s compliance with this Agreement. As part of this review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. Guyco will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all hard copy or electronic reports and documents OFCCP requests, including those specified in this Agreement.

3. Nothing in this Agreement relieves Guyco of its obligation to fully comply with the requirements of E.O. 11246, Section 503, VEVRAA, their implementing regulations, or other applicable laws requiring nondiscrimination or equal employment opportunity through affirmative action.
4. Guyco agrees that it will not retaliate against any potential or actual beneficiary of this Agreement or against any person who files a complaint, who has provided information or assistance, or who participates in any manner in any proceeding in this matter.
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This Agreement constitutes the entire Agreement and represents the complete and final understanding of the parties. This Agreement contains all of the terms binding the parties and it supersedes all prior written and oral negotiations and agreements. Any modifications or amendments to this Agreement must be agreed upon in writing and signed by all parties. If an administrative error is found, OFCCP will work in good faith with all parties to make the corrections.
7. This Agreement becomes effective on the day it is signed by the District Director of the San Antonio District Office (“Effective Date”).
8. If one or more provisions of this Agreement is deemed unlawful or unenforceable, the remaining provisions will remain in full force and effect.
9. This Agreement will expire sixty (60) days after Guyco submits its final progress report required in Section IV, below, unless OFCCP notifies Guyco in writing before the expiration date that Guyco has failed to fulfill all of its obligations under the Agreement. In this instance, the Agreement is automatically extended until the date that OFCCP determines that Guyco has met all of its obligations under the Agreement.
10. If Guyco violates this Agreement:
 - a. The procedures at 41 CFR 60-1.34, 41 CFR 60-300.63, and 41 CFR 60-741.63 will govern:
 - i. OFCCP will send Guyco a written notice stating the alleged violations and summarizing any supporting evidence.
 - ii. Guyco shall have fifteen (15) days from receipt of the notice to respond, except in those cases in which such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
 - iii. If Guyco is unable to demonstrate that it has not violated the Agreement, or if OFCCP alleges irreparable injury, enforcement

proceedings may be initiated immediately without issuing a show cause notice or proceeding through any other requirement.

- iv. In the event of a breach of this Agreement by Guyco, OFCCP may elect to proceed to a hearing on the entire case and seek full make-whole relief, and not be limited to the terms in the Agreement.
- b. Guyco may be subject to the sanctions set forth in Section 209 of the Executive Order, 41 CFR 60-1.27, 41 CFR 60-741.66, or 41 CFR 60-300.66, and/or other appropriate relief for violating this Agreement.
11. Guyco does not admit any violation of the Executive Order, Section 503 or VEVRAA, nor has there been an adjudication on the merits regarding any such violation.
12. OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.
13. The parties understand and agree that nothing in this Agreement is binding on other governmental departments or agencies other than the United States Department of Labor.
14. Each party shall bear its own fees and expenses with respect to this matter.
15. This Agreement is limited to the facts of this case. Neither this Agreement, nor any part of the negotiations that occurred in connection with this Agreement, shall constitute admissible evidence with respect to any OFCCP policy, practice or position in any lawsuit, legal proceeding, administrative proceeding, compliance evaluation, or audit, except for legal or administrative proceedings concerning the enforcement or interpretation of this specific Agreement.
16. All references to “days” in this Agreement are calendar days. If any deadline for an obligation scheduled to be performed under this Agreement falls on a weekend or a federal holiday, that deadline will be extended to the next business day.

III. Technical Violations and Remedies

1. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to include the proper equal opportunity clause in its subcontracts and purchase orders for EO 11246, either directly or by reference, in violation of 41 CFR 60-1.4(a)(c) and (d).

REMEDY: Guyco will include or reference the proper provisions of the equal opportunity clause in its subcontract and purchase orders as required by 41 CFR 60-1.4(a)(c) and (d). Additionally, Guyco and OFCCP will coordinate to schedule compliance assistance sessions for construction subcontractors on Guyco’s projects.

2. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to post in conspicuous places, the notice informing applicants and employees of their Equal Employment Opportunity rights, as required by 41 CFR 60-1.4(a)(1).

REMEDY: Guyco will post in conspicuous places the notice (“Know Your Rights” poster) informing applicants and employees of their EEO rights, as required by 41 CFR 60-1.4(a)(1).

3. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to state in all solicitations or advertisements for employees placed by or on behalf of Guyco, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin, as required by 41 CFR 60-1.4(a)(2).

REMEDY: Guyco will state in all solicitations or advertisements for employees placed by or on behalf of Guyco, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin as required by 41 CFR 60-1.4(a)(2).

4. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to file an annual, complete and accurate Standard Form 100 (EEO-1 Report) in violation of 41 CFR 60-1.7(a)(1).

REMEDY: Guyco will file annually on or before the date set by the Equal Employment Opportunity Commission (EEOC), a complete and accurate EEO-1 Report, as required by 41 CFR 60-1.7(a)(1).

5. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to disseminate the “Pay Transparency Nondiscrimination Provision,” using the language prescribed by the Director of OFCCP, to employees and applicants. Specifically, Guyco failed to post the nondiscrimination provision electronically or by posting a copy of the provision in conspicuous places available for employees and applicants as required by 41 CFR 60-1.35(c).

REMEDY: Guyco will disseminate the “Pay Transparency Nondiscrimination Provision,” using the language prescribed by the Director of OFCCP, to employees and applicants by posting the provision electronically or by posting a copy of the provision in conspicuous places available for employees and applicants; and by incorporating the nondiscrimination provision into existing employee manuals or handbooks as required by 41 CFR 60-1.35(c).

6. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to conduct, at least annually, an inventory and evaluation of all minority and female personnel for promotional opportunities and encourage these employees to seek or to

prepare for, through appropriate training, etc., such opportunities as required by 41 CFR 60-4.3(a)7.1.

REMEDY: Guyco will conduct, at least annually, an inventory and evaluation of all minority and female personnel for promotional opportunities and encourage these employees to seek or to prepare for, through appropriate training, etc., such opportunities for promotion in accordance with 41 CFR 60-4.3(a)7.1.

7. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to conduct a review, at least annually, of all supervisors' adherence to and performance under Guyco's EEO policies and affirmative action obligations as required by 41 CFR 60-4.3(a)7.p.

REMEDY: Guyco will conduct a review, at least annually, of all supervisors' adherence to and performance under its EEO policies and affirmative action obligations, as required by 41 CFR 60-4.3(a)7.p. Specifically, Guyco will retain copies of memos, letters, reports, minutes of meetings, performance appraisals and/or interviews with the supervisors regarding their employment practices as they relate to Guyco's EEO policy, and affirmative action obligations, and written evidence that supervisors were notified when their employment practices adversely or positively impacted the company's EEO and affirmative action posture.

8. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to include the proper equal opportunity clause for VEVRAA in its subcontracts and purchase orders in violation of 41 CFR 60-300.5(a-d).

REMEDY: Guyco will include or reference the proper provisions of the equal opportunity clause in its subcontracts and purchase orders, , as required by 41 CFR 60-300.5(a)-(d). If Guyco incorporates the equal opportunity clause in its subcontracts and purchase orders by reference, rather than by restating the clause verbatim, it will incorporate the clause in the manner prescribed by 41 CFR 60-300.5(d). Additionally, Guyco and OFCCP will coordinate to schedule compliance assistance sessions for construction subcontractors on Guyco's projects.

9. **VIOLATION:** During the period July 1, 2021 through June 30, 2022, Guyco failed to immediately list all employment openings with either the state workforce agency job bank, or a local employment service delivery system serving the location where the openings occurred, in violation of 41 CFR 60-300.5(a)2-6.

REMEDY: Guyco will list all employment openings as they occur with an appropriate employment service delivery system (ESDS) (either the state workforce agency job bank or a local ESDS) where the openings occur, in a manner and format that will allow the ESDS to provide priority referrals of protected veterans to Guyco, as required by 41 CFR 60-300.5(a)2-6. With its initial listing, and as subsequently needed to update the information, Guyco will also advise the employment service delivery system that it is a federal contractor that desires priority referrals of protected

veterans for job openings at all locations within the state, and provide the employment service delivery system with the name and address of each of its hiring locations within the state and the contact information for the contractor official responsible for hiring at each location, in accordance with 41 CFR 60-300.5(a)4. Should any of the information in the disclosures change since it was last reported to the ESDS, Guyco shall provide updated information simultaneously with its next job listing. Additionally, Guyco, will maintain documentation of the employment openings listed with the ESDS, the number of referrals corresponding to each listed vacancy, and the results of any such referrals.

10. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to post in conspicuous places, the notice informing applicants and employees of their EEO rights, as required by 41 CFR 60-300.5(a)(9).

REMEDY: Guyco will post in conspicuous places the notice ("Know Your Rights" poster) informing applicants and employees of their EEO rights, as required by 41 CFR 60-300.5(a)9. Guyco will also ensure that applicants or employees who are disabled veterans are provided the notice in a form that is accessible and understandable to the disabled veteran.

11. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to include (or ensure the inclusion of), in all solicitations or advertisements for employees, a statement that all qualified applicants will be considered for employment and will not be discriminated against based on their protected veteran status, in violation of 41 CFR 300.5(a)(12).

REMEDY: Guyco will include (or ensure the inclusion of), in all solicitations or advertisements for employees, a statement that all qualified applicants will be considered for employment and will not be discriminated against on the basis of their protected veteran status, in accordance with 41 CFR 60-300.5(a)12.

12. **VIOLATION:** During the period July 1, 2021 through June 30, 2022, Guyco failed to periodically review its personnel processes and make any necessary modifications to ensure that its obligations were carried out, as required by 41 CFR 60-300.44(b).

REMEDY: Guyco will periodically review its personnel processes, make any necessary modifications, and design procedures that facilitate a review of the implementation of this requirement. A description of the review and any necessary modifications to personnel processes or development of new processes will be included in its VEVRAA affirmative action program, as required by 41 CFR 60-300.44(b).

13. **VIOLATION:** During the period July 1, 2021, through June 30, 2022, Guyco failed to undertake appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit qualified protected veterans, document these activities, assess their effectiveness, and document its review, as required by 41 CFR

60-300.44(f). Specifically, Guyco did not engage in outreach and recruitment intended to recruit qualified protected veterans during the review period.

REMEDY: Guyco will undertake and document appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified protected veterans. Guyco will review outreach and recruitment efforts it has undertaken to evaluate their effectiveness in identifying and recruiting qualified protected veterans. Guyco shall document each evaluation in accordance with 41 CFR 60-300.44(f), including at a minimum the criteria it used to evaluate the effectiveness of each effort and their conclusion as to whether each effort was effective. Among these criteria shall be the data collected pursuant to 41 CFR 60-300.44(k) for the current year and the two most recent previous years. Guyco's conclusion as to the effectiveness of its outreach and recruitment efforts must be reasonable as determined by OFCCP in light of these regulations. If Guyco concludes that the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts listed at 41 CFR 60-300.44(f).

14. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to include the proper equal opportunity clause in its subcontracts and purchase orders either directly or by reference, in the prescribed manner, in violation of 41 CFR 60-741.5(a)-(d).

REMEDY: Guyco will include or reference the proper provisions of the equal opportunity clause in its subcontracts or purchase orders as required by 41 CFR 60-741.5(a)-(d). If Guyco incorporates the equal opportunity clause in its subcontract and purchase orders by reference, rather than by restating the clause verbatim, it will incorporate the clause in the manner prescribed by 41 CFR 60-741.5(d). Additionally, Guyco and OFCCP will coordinate to schedule compliance assistance sessions for construction subcontractors on Guyco's projects.

15. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to post in conspicuous places, the notice informing employees and applicants of their EEO rights, as required by 41 CFR 60-741.5(a)4.

REMEDY: Guyco will post in conspicuous places the notice ("Know Your Rights" Poster) informing applicants and employees of their EEO rights, as required by 41 CFR 60-741.5(a)4. Guyco will also ensure that applicants or employees with disabilities are provided the notice in a form that is accessible and understandable to the individual applicant or employee.

16. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to state in all solicitations or advertisements for employees placed by or on behalf of Guyco, that all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability, as required by 41 CFR 60-741.5(a)7.

REMEDY: Guyco will state in all solicitations or advertisements for employees placed by or on behalf of Guyco, that all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability, as required by 41 CFR 60-741.5(a)(7).

17. **VIOLATION:** During the period July 1, 2021 through June 30, 2022, Guyco failed to review its personnel processes and make any necessary modifications to ensure that its obligations were carried out, as required by 41 CFR 60-741.44(b).

REMEDY: Guyco will periodically review its personnel processes, make any necessary modifications, and design procedures that facilitate a review of the implementation of this requirement. A description of the review and any necessary modifications to personnel processes or development of new processes shall be included in its Section 503 affirmative action program as described in 41 CFR 60-741.44(b).

18. **VIOLATION:** During the period July 1, 2021 through June 30, 2022, Guyco failed to undertake appropriate outreach and positive recruitment activities that were reasonably designed to effectively recruit qualified individuals with disabilities, document these activities, assess their effectiveness, and document its review, as required by 41 CFR 60-741.44(f)(3).

REMEDY: Guyco will undertake and document appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities. Guyco will review the outreach and recruitment efforts it has undertaken to evaluate their effectiveness in identifying and recruiting qualified individuals with disabilities. Guyco shall document each evaluation in accordance with 41 CFR 60-741.44(f)(3), including at a minimum the criteria it used to evaluate the effectiveness of each effort and their conclusion as to whether each effort was effective. Among these criteria shall be the data collected pursuant to 41 CFR 60-741.44(k) for the current year and the two most recent previous years. Guyco's conclusion as to the effectiveness of its outreach and recruitment efforts must be reasonable as determined by OFCCP in light of these regulations. If Guyco concludes that the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it shall identify and implement alternative efforts listed in 41 CFR 60-741.44(f)(1-2).

19. **VIOLATION:** During the period of July 1, 2021 through June 30, 2022, Guyco failed to evaluate its utilization of individuals with disabilities using the goal established by OFCCP, as required by 41 CFR 60-741.45.

REMEDY: Guyco will evaluate its utilization of individuals with disabilities using the seven (7) percent utilization goal established by OFCCP, as required by 41 CFR 60-741.45. Should the percentage of individuals with disabilities in one or more job

groups or in the entire workforce, as provided in 41 CFR 60-741.45(d)(2), be less than the utilization goal, Guyco will take steps to determine whether and where impediments to equal employment opportunity exist, as required by 41 CFR 60-741.45. Guyco shall develop and execute action-oriented programs to correct any identified problem areas, as required by 41 CFR 60-741.45(f).

IV. Reports and Monitoring

1. Recordkeeping.

Guyco agrees to retain all records relevant to the violations cited in Section III above and the reports submitted in compliance with Paragraph 2, below. These records include underlying data and information such as Human Resources Information System (“HRIS”) and payroll data, job applications and personnel records, and any other records or data used to generate the required reports. Guyco will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.

2. Guyco Reports.

Guyco agrees to furnish OFCCP with the following reports during the Monitoring Period. The reports will contain the documentation specified according to the dates scheduled:

<u>REPORT DUE DATE</u>	<u>REPORTING PERIOD</u>
Report 1: June 1, 2024	November 1, 2023 through April 30, 2024
Documentation of items a., b., c., and g. detailed below.	

Report 2: December 1, 2024	May 1, 2024 through October 31, 2024
Documentation of items a., b., c., d., e., f., g., h., i., and j. detailed below.	

- a. Pursuant to Remedy 1, 8, and 14: Copies of subcontracts and purchase orders that include or reference the proper provisions of the equal opportunity clause in its, as required by 41 CFR 60-1.4(a)(c) and (d), 41 CFR 60-300.5(a-d), and 41 CFR 60-741.5(a) – (d). Additionally, Guyco and OFCCP will coordinate to schedule compliance assistance sessions for construction subcontractors on Guyco’s projects. Documentation of attendees participation will be submitted as part of the progress reports.
- b. Pursuant to Remedy 2, 5, 10, and 15: Pictures that demonstrate Guyco posted in conspicuous places the notice (“Know Your Rights” Poster) informing applicants and employees of their EEO rights, as required by 41 CFR 60-1.4(a)(2), 41 CFR 60-300.5(a)9, 41 CFR 60-741.5(a)4 and the “Pay Transparency Nondiscrimination Provision,” as required by 41 CFR 60-1.35(c).

- c. Pursuant to Remedy 3, 11, and 16: Documentation indicating Guyco stated in solicitations and advertisements for employees that all qualified applicants will receive consideration for employment without regard to race, color, religion sex, sexual orientation, gender identity, or national origin, as required by 41 CFR 60-1.4(a)(2); protected veteran status, in violation of 41 CFR 300.5(a)(12); and the basis of disability, as required by 41 CFR 60-741.5(a)7.
- d. Pursuant to Remedy 4: A copy of Guyco's EEO-1 report filed by September 30, 2024.
- e. Pursuant to Remedy 6: Documentation that evidences Guyco conducted, at least annually, an inventory and evaluation of all minority and female personnel for promotional opportunities and encouraged these employees to seek or to prepare for, through appropriate training, etc., such opportunities for promotion in accordance with 41 CFR 60-4.3(a)7.1.
- f. Pursuant to Remedy 7: Documentation indicating that Guyco conducted an annual evaluation of Supervisors' adherence to and performance under its EEO policies and affirmative action obligations, as required by 41 CFR 60-4.3(a)7.p.
- g. Pursuant to Remedy 9: Documentation indicating Guyco listed all required employment openings with either the State workforce agency job bank, or a local employment service delivery system serving the location where the openings occurred in accordance with 41 CFR 60-300.5(a)2-6.
- h. Pursuant to Remedy 12, and 17: Documentation indicating Guyco reviewed its personnel processes. Provide documentation as to any necessary modifications to ensure that its obligations were carried out as required by 41 CFR 60-300.44(b) and 41 CFR 60-741.44(b).
- i. Pursuant to Remedies 13, and 18: Documentation (i.e., copies of letters, memos, record of telephone calls, record of meetings, emails, etc.) that Guyco has undertaken appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified protected veterans and individuals with disabilities, such as those described at 41 CFR 60-300.44(f) and 60-741.44(f). Guyco will also provide its assessment of the effectiveness of each outreach and recruitment effort and the assessment of the totality of outreach and recruitment effort, and the assessment of the totality of outreach and recruitment efforts, as required by 41 CFR 60-300-44(f) and 60-741.44(f). If Guyco concludes that the totality of its outreach and recruitment efforts were not effective, Guyco will describe alternative efforts to be implemented.
- j. Pursuant to Remedy 19: Documentation that Guyco has conducted an evaluation of its utilization of individuals with disabilities using the seven (7) percent utilization goal established by OFCCP, as required by 41 CFR 60-741.45. If the percentage of

individuals with disabilities is less than the utilization goal, Guyco will provide evidence of actions taken to identify any problem areas and any action-oriented programs to be implemented, as required by 41 CFR 60-741.45(e) and (f).

Guyco will submit reports to Dinorah Boykin, District Director, San Antonio District Office, 615 East Houston St., Ste. 340, San Antonio, TX 78205 or at (b) (6), (b) (7)(C) dol.gov. Guyco and OFCCP share a common interest in the information being provided in the reports pursuant to this Agreement. To the extent any of the reports Guyco provides in accordance with this Agreement are trade secrets, commercial, and/or financial in nature, and customarily kept private or closely-held, and Guyco believes should remain confidential under Exemption 4 of the Freedom of Information Act (“FOIA”) in the event of a FOIA request, Guyco will provide such reports to OFCCP marked as “Confidential”. In the event of a FOIA request, OFCCP will promptly notify Guyco of the FOIA request and provide Guyco an opportunity to object to disclosure. OFCCP will withhold disclosure of such reports to the maximum extent allowable by law.

3. **Close of Monitoring Period and Termination of Agreement.** This Agreement shall remain in effect until the monitoring period is completed. The monitoring period will close once OFCCP accepts Guyco’s final progress report as set forth in Section II, Paragraph 9 above. If OFCCP fails to notify Guyco in writing within sixty (60) days of the date of the final progress report that Guyco has not fulfilled all of its obligations under the Agreement, OFCCP will be deemed to have accepted the final report and the Monitoring Period and this Agreement will terminate. If OFCCP notifies Guyco within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended until the date that OFCCP determines Guyco has met all of its obligations under the Agreement.

V. SIGNATURES

The person signing this Agreement on behalf of Guyco personally warrants that he or she is fully authorized to do so, that Guyco has entered into this Agreement voluntarily and with full knowledge of its effect, and that execution of this Agreement is fully binding on Guyco.

This Agreement is hereby executed by and between the Office of Federal Contract Administration and Reporting, Guyco Inc., 175 Private Road 3020, Lampasas, TX 76550.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Steven M. Hudson
Vice President
Guyco, Inc.
175 Private Road 3020
Lampasas, TX 76550

Dinorah S. Boykin
District Director

DATE: November 1, 2023

DATE: November 1, 2023