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AFFIRMATIVE ACTION

Summary

As part of the firm's commitment to be an equal opportunity employer, we will continue to take affirmative action to employ and advance in employment qualified women, minorities, protected veterans, and individuals with disabilities as called for by applicable laws, regulations, and Executive Orders.

The firm adheres to the proposition that all personnel decisions and actions, including recruitment, hiring, training, promotion, and compensation and benefits, will be based on valid job requirements and without regard to race, color, gender, sex, age, religion, creed, national origin, ancestry, citizenship, marital status, sexual orientation, physical or mental disability, medical condition, military and veteran status, gender identity or expression, genetic information, or other characteristic protected from discrimination by the laws of the domestic states and jurisdictions in which we maintain offices.

As a federal contractor subject to Executive Order 11246 (EO 11246), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"), the firm is committed to taking affirmative steps to employ and advance qualified women, minorities, protected veterans (disabled veterans, recently separated veterans, Armed Forces Service Medal veterans, and active duty wartime or campaign badge veterans), and individuals with disabilities at all levels of employment. We will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business. Determinations on requests for reasonable accommodation are made on a case-by-case basis.

RETALIATION

The firm prohibits retaliation against any individual who has complained of harassing or discriminatory conduct or participated in an investigation into such complaints. Specifically, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity, including for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by EO 11246, VEVRAA, Section 503, their implementing regulations, or any other federal, state or local law requiring equal employment opportunity, including for protected veterans and individuals with disabilities;

or (4) exercising any other right protected by EO 11246, VEVRAA, Section 503, or their implementing regulations.

IMPLEMENTATION

The Chair of the Firm fully supports and is committed to the implementation of our equal opportunity and affirmative action program. The Chair has delegated overall responsibility for implementing the affirmative action program, including developing and implementing our audit and reporting system and monitoring compliance, to the firm's Chief Human Resources Officer, who will work in consultation with the Firm Employment Counsel. Anyone having questions about the policy, concerns about compliance with it, or perceived violation of it, is urged and expected to contact the designated Employment Counsel or administrative professional for your office, or the Firm's Employment Counsel or Chief Human Resources Officer.