

EQUAL EMPLOYMENT OPPORTUNITY

The Firm is committed to the full utilization of all human resources and to a policy of equal employment opportunity. The Firm will not discriminate against employees, interns or applicants for employment on any legally recognized basis including, but not limited to, race (including traits historically associated with race, such as hair texture and protective hairstyles), creed, age, color, religion (including wearing attire, clothing or facial hair in accordance with the tenets of religion), sex (including pregnancy, childbirth or related medical conditions and transgender status), gender identity and expression, reproductive health decisions, marital status, familial status, national origin, physical or mental disability (including gender dysphoria and being a certified medical marijuana patient), sexual orientation, domestic violence victim status, criminal history, veteran status, genetic information (including predisposing genetic characteristics) or any other characteristic protected by law, will undertake or continue existing equal employment opportunity programs to ensure that minority group members and women are afforded equal employment opportunities without discrimination, and shall make and document its conscientious and active efforts to employ and utilize minority group members and women in its workforce.

You may discuss equal employment opportunity related questions with the Human Resources Director or any member of the Firm's Management Committee.