



Equal Employment Opportunity Policy

The Firm is an equal employment opportunity employer. It is the policy of the Firm to select, develop, and promote employees based on the individual's ability, qualifications, and job performance. The Firm will comply with all applicable laws governing equal opportunity and any affirmative action obligations required by law.

The Firm does not discriminate in employment practices or opportunities; thus recruiting, hiring, transfers, promotions, compensation, training, benefits, termination and all other employment decisions are made without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status, or any other protected characteristic. The Firm's goal is to select the best qualified person for the particular position.

The Firm will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including hiring, job assignment, compensation, discipline, termination, and access to benefits and training.