

EQUAL EMPLOYMENT

McCownGordon is committed to respect and inclusion for all associates. To deliver the best building experience, we strive to build a team of professionals with diverse perspectives and varying life experiences which reflect the communities that we serve. This mission will allow our team to:

- Drive Innovation
- Inspire Leadership
- Take Ownership
- Give Back

We will achieve our mission through good faith efforts:

- **DIVERSITY:** Improve representation of women and minorities throughout the organization.
- **INCLUSION:** Create a workplace of diverse professionals who drive innovation, inspire leadership, take ownership and give back.
- **COMMUNICATION:** Create awareness of the value of diversity and inclusion through training and leadership.
- **COMMUNITY:** Engage groups and resources throughout the community to support diversity and inclusion.

Qualified candidates applying for a position on our team will be considered for employment without regard to race, color, religion, sex, age, pregnancy, national origin or ancestry, disability, sexual orientation gender identity or age. To ensure candidates are aware of our practices we will display “Equal Opportunity Employer” on all job postings. Please contact the Human Resource team for all positions that you would like to post.

McCownGordon does not fail or refuse to hire, or promote, or to discharge, any individual or otherwise to rule or act against any individual with respect to compensation, tenure, conditions or privileges because of such individual's race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity or age.

McCownGordon does not limit, segregate or classify employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his or her status as an employee because of such individual's race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity or age.

McCownGordon does not deny or withhold from any person the right to be admitted to or participate in a guidance program or an apprenticeship training program because of race, color, sex, religion, national origin or ancestry, disability sexual orientation or gender identity.

McCownGordon does not fail or refuse to refer any individual for an employment interview or to print or circulate or cause to be printed or circulated any statement, advertisement or publication, or to use any form of application for employment or to make any inquiry in connection with prospective employment, which expresses any limitation, specification or preference, because of race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity or age.

McCownGordon does not confine or limit recruitment or hiring of employees to any employment agency, employment services, labor organization, training school, training center or any other employee-referring

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source which excludes persons because of their race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity or age.

McCownGordon does not discharge, expel, demote, fail to promote or otherwise rule against any person because he or she has filed a complaint; assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or exercised any other right protected by federal, state or local law requiring equal opportunity.

McCownGordon does not aid, abet, incite, compel, coerce or participate in the doing of any act set forth above, or obstruct or prevent any person from enforcing or complying with any act or practice made unlawful by any federal, state or local law requiring equal opportunity. McCownGordon does not aid, abet, incite, compel or coerce the commission of acts made unlawful by any federal, state or local law requiring equal opportunity.

McCownGordon does not discriminate in any manner against any other person because of such person's association with any individual due to such individual's race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity or age.

Please contact Brandi Riggs, Equal Employment Opportunity Officer questions regarding our inclusion efforts: 816-682-9805, briggs@mccowngordon.com