


Equal Employment Opportunity Statement

Kilpatrick's policy prohibits discrimination and harassment of employees or applicants on the basis of age, sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law (each a "Protected Characteristic"). The Firm also prohibits discrimination with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the firm. The Firm is committed to ensuring that the firm's initiatives, policies, programs or practices will not involve any employment action that is motivated in whole or in part by a Protected Characteristic.

Employment decisions at the firm are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as hiring, demotion, transfer, recruitment, advertising, termination, rates of pay or other forms of compensation, and selection for training, are made without regard to the individual's Protected Characteristic. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will be used only as allowed by applicable law. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Firm makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans as required by law unless such accommodations would impose an undue hardship.

Kilpatrick is fully committed to principals of equal employment opportunity for all and for fostering a workplace in which all feel valued and encouraged to meet their highest potential. Kilpatrick also will comply with any affirmative action obligations required by law such as through Section 503 of the Rehabilitation Act or the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

A handwritten signature in black ink, appearing to read "Roger Wylie". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Roger Wylie
Managing Partner