

Mead & Hunt

Affirmative Action / Equal Employment Opportunity

Policy Statement

January 2023

It is the policy of Mead & Hunt, Inc., to provide equal employment opportunity to all individuals regardless of race, color, creed, religion, sex (except where sex is a *bona fide* occupational qualification), national origin, age, disability, sexual orientation, veteran status, or any other characteristic protected by federal, state, and/or local law.

Mead & Hunt, Inc., is further committed to assuring that:

- All recruiting, hiring, training, promotion, and compensation programs are granted fairly to all persons on an equal opportunity basis without regard to any legally protected characteristic.
- Employment decisions are based on the principles of equal opportunity and affirmative action. All personnel actions such as compensation, benefits, transfers, promotions, hiring, termination, training, social and recreational programs are administered without regard to any legally protected characteristic.

Mead & Hunt, Inc. believes in and practices equal opportunity and affirmative action. Wendy Culver, the company's Chief Human Resources Officer, serves as the company's Equal Opportunity Officer and has overall responsibility for assuring compliance with this policy. All employees and managers are responsible for supporting the concepts of equal opportunity and affirmative action, and assisting with meeting its goal. Also, it is the company's policy to ensure and maintain a working environment free of harassment, intimidation, and coercion.

Mead & Hunt, Inc. maintains affirmative action plans for women, minorities, disabled persons, and veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to Wendy Culver in Human Resources. If you wish to view these plans, contact the front desk receptionist during normal business hours.



Andrew J. Platz, PE
CEO/President



Wendy K. Culver, SPHR, SHRM-SCP
Chief Human Resources and AA/EEO Officer