

**NOTICE TO ALL APPLICANTS AND EMPLOYEES**  
**Inspection of Affirmative Action Plan**

The Firm is a Federal government contractor. As a part of our obligations under law, we must develop a written Affirmative Action Program (AAP) for Individuals with Disabilities and for Disabled Veterans, Veterans of the Vietnam Era, Recently Separated Veterans, Armed Forces Service Medal Veterans and Other Protected Veterans and for Women and Minorities as specified by law.

Non-confidential and non-proprietary aspects of the AAP are available for inspection by applicants and employees, consistent with applicable law, in the Human Resources Department during normal business hours.

**Policy Statement**

The Firm has posted and otherwise published its Equal Employment Opportunity and Affirmative Action Policy. Incorporated by reference into that policy, as required by regulations covering certain military veterans and individuals with disabilities, is the following additional provision for such persons.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans, or related to the administration of section 503 of the Rehabilitation Act of 1973, as amended or other Federal, state or local law requiring equal opportunity for disabled persons; or (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for veterans covered by these laws or made unlawful by Section 503 or its implementing regulations in this part of any other Federal, state or local law requiring equal opportunity for disabled persons; or (4) exercising any other right protected by VEVRAA or its implementing regulations in this part or other right protected by section 503 or its implementing regulations in this part.

This same policy of non-retaliation will be applied to all persons who file a complaint of discrimination under any law applicable to the Firm (including discrimination on the basis of gender, race and ethnicity), who assist or participate in a government investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action rules applicable to the Firm under Executive Order 11246, opposing any act or practice made unlawful by any federal, state or local law prohibiting discrimination in employment, or exercising any other right protected by federal, state or local laws prohibiting discrimination in employment.

See also the Firm's EEO Policy, Nondiscrimination and Anti-Harassment Policy covering all employees and forbidding harassment on account of disability or status as covered veteran as well as sex, race, color, religion, national origin, or age and other characteristics and conditions protected by law.

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