



EQUAL OPPORTUNITY POLICY STATEMENT

Woodard & Curran is an Equal Opportunity Employer. Employment practices at the company are non-discriminatory and are based upon factors that are job-related. Factors listed below or any other classification protected by federal, state, or local laws, regulations, or ordinances are not job-related:

- Race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists
- Ancestry
- Religion or religious creed (including religious dress and grooming practices)
- Color
- Age (40 and over)
- Sex
- Gender
- Affectional or sexual orientation
- Gender identity or expression
- Height or Weight
- Political affiliation or belief
- Genetic information
- National origin (including language use restrictions)
- Citizenship status
- Marital status
- Domestic partner status
- Medical condition (including cancer and genetic characteristics)
- Physical or mental disability (including HIV and AIDS)
- Military or veteran status
- Pregnancy
- Childbirth
- Breastfeeding and related medical conditions
- Denial of Family and Medical Care leave
- Reproductive health decision making, including, but not limited to, the decision to use or access a particular drug, device, or medical service by the employee or their dependent(s)

All employment decisions are based only on valid job requirements. The company is committed to recruiting, hiring, training, and promoting employees, and administering all other personnel actions, without discrimination.

Woodard & Curran maintains an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which includes an audit and reporting system. The CEO has expressed support for the Affirmative Action program and has assigned overall responsibility for fulfillment of the Equal Employment Opportunity policy and Affirmative Action Plan to the Vice President of Human Resources.

The Individuals with Disabilities and Protected Veterans Affirmative Action Plan is available for inspection in the Human Resources Department during normal business hours. Please contact Human Resources for further information.

Woodard & Curran promises not to retaliate against any person who files a complaint concerning Equal Opportunity or Affirmative Action and will ensure that no one harasses, intimidates, threatens, coerces, or discriminates against any individual exercising rights under this policy.