

**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

It is the policy of CallisonRTKL not to discriminate against any employee or job applicant because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, or protected veteran status. It is also our policy to take affirmative action to employ and professionally advance all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, or protected veteran status, and to base all employment decisions only on valid and clearly defined job requirements. This policy applies to all employment actions at all levels, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay, or other forms of compensation and selection for training, including apprenticeship.

Employees and job applicants will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, or protected veteran status. CallisonRTKL will not tolerate any form of retaliation, including intimidation, threats, or coercion. An employee or job applicant will not experience unfair treatment or retaliatory action because they have engaged or may engage in filing a complaint if they believe to have experienced discrimination, have assisted in a review, investigation, or hearing, or sought to pursue legal rights under Federal, State, or local EEO law.

As President and Chief Executive Officer of CallisonRTKL, I am committed to the principles of Affirmative Action (AA) and Equal Employment Opportunity (EEO). Kristina Livingston, Director of Human Resources, serves as the EEO Officer to disseminate and implement EEO and AA initiatives across all employee levels at CallisonRTKL. One of her duties is establishing and maintaining internal audit and reporting systems to measure our programs effectively and adjust when appropriate.

In furtherance of our stance on AA and EEO, CallisonRTKL has a written Affirmative Action Program that sets forth the policies, practices, and procedures underpinning our commitment to nondiscrimination and affirmative actions. Our employees or job applicants can review this program's details by contacting Human Resources at [HR@crtkl.com](mailto:HR@crtkl.com).

At CallisonRTKL, we are united unequivocally in supporting our efforts and initiatives around Affirmative Action and Equal Employment Opportunities.

Kim Heartwell  
President & CEO