

## Equal Employment Opportunity/Affirmative Action

### **Purpose:**

To affirm CDM Smith's commitment to Equal Employment Opportunity and Affirmative Action.

### **Applies to:**

This policy applies to all CDM Smith U.S.-based employees and qualified applicants for U.S. positions.

### **Policy:**

It is the policy of CDM Smith to provide equal employment opportunity to all employees and applicants for employment. The firm will assure that employees at all levels and qualified applicants who are recruited and hired, are not discriminated against because of their race, color, religion, sex (including pregnancy, pregnancy related conditions, childbirth and related medical conditions, sexual orientation, gender identity or gender expression), national origin, age, marital status, disability, veteran status, citizenship status, genetic information or any other characteristic protected by applicable law. CDM Smith will continue to promote the full realization of equal employment through a positive continuing program.

CDM Smith's employment decisions are based only on job-related criteria. Equal opportunity and equal consideration will be afforded to all applicants and employees in personnel actions, which include recruiting and hiring, training, promotion, transfer, termination, all compensation practices, benefits and leaves of absence. It is our intention, in the implementation of this policy, to provide full employment opportunities to all employees, and to provide opportunities at all job levels through upgrading and recruiting actions.

Furthermore, it is our policy to coordinate the affirmative action programs directed at seeking qualified personnel from organizations of and for disabled persons, and organizations for all covered veterans for employment with the firm, and also to provide encouragement and direction to our staff to advance within the limits of each individual's capabilities. CDM Smith considers the attainment of equal employment opportunity for all as a major corporate objective and expects the active and effective support of every employee.

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, activities such as filing a complaint; assisting or participating in an investigation, compliance review or hearing; opposing any act or practice made unlawful; or exercising any other right protected by Section 503 of the U.S. Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

If you have any questions or concerns regarding this policy or CDM Smith's compliance with it, you may contact Corporate Human Resources at 800 243-2677.

CDM Smith's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for covered veterans are available for review in the Human Resources Department, Monday through Friday, from 8:00 a.m. to 5:00 p.m. EST upon request