



Equal Employment Opportunity and Diversity

McNamee Hosea is committed to promoting equity in employment related initiatives and decisions such that an environment which values diversity in our workforce is fostered. We understand and appreciate the diverse community in which we operate and the value that diversity brings to our firm. To that end, McNamee Hosea recognizes and seeks to utilize the different and diverse backgrounds and perspectives of its employees to better serve our business community.

McNamee Hosea is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, religion, creed, physical or mental condition, marital status, veteran status, political affiliation, or any other factor protected by law. McNamee Hosea complies with the law regarding reasonable accommodation for employees who qualify for accommodation.

It is the policy of McNamee Hosea to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). McNamee Hosea will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental condition. McNamee Hosea will also make reasonable accommodation wherever necessary for all employees or applicants with a qualified need, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job and provided that any accommodations made do not impose an undue hardship on McNamee Hosea.

Equal employment opportunity notices are posted in the main copy room. These notices summarize the rights of employees to equal opportunity in employment and list the names and addresses of the various government agencies that may be contacted in the event that any person believes he or she has been discriminated against.

Management is primarily responsible for seeing that McNamee Hosea's equal employment opportunity policies are implemented, but all members of the staff share in the responsibility for assuring that by their personal actions the policies are effective and apply uniformly to everyone.

Any employees, including managers, involved in discriminatory practices will be subject to termination.