



## WALLACE ROBERTS & TODD, LLC EEO POLICY STATEMENT

The following policies affirm WRT's dedication to equal employment opportunity. This non-discriminatory employment policy, covered by Executive Order, has been in effect throughout the Firm since it was formed, and is set out below:

- It is our policy to give equal opportunity to all qualified persons without regard to race, color, creed, religion, ancestry, national origin, citizenship status, veteran's status, age, sex, sexual orientation, affectional orientation, gender identity and expression, marital status, domestic partner status, mental or physical disability, AIDS, ARC or HIV status, source of income, or any other status protected under the law.
- All employment practices are to provide that all qualified individuals be recruited, hired, assigned, trained, advanced, compensated, retained, transferred, demoted, laid-off, terminated or experience any other employment action without regard to race, color, creed, religion, ancestry, national origin, citizenship status, veteran's status, age, sex, sexual orientation, affectional orientation, gender identity and expression, marital status, domestic partner status, mental or physical disability, AIDS, ARC or HIV status, source of income, or any other status protected under the law.
- All qualified individuals with a disability are protected against discrimination by the American with Disabilities Act (ADA).
- It shall be the responsibility of every supervisory employee to actively support the implementation of the Equal Employment Opportunity Policy and insure conformance by those he or she supervises.
- Responsibility for seeing that this policy is implemented and continuously followed is vested in the Office Director. He or she works with the Principals and Associates in furthering its implementation and monitoring progress being made.

WRT's Director of Human Resources has been designated as the EEO/AA Officer, who is responsible for overall implementation of the Affirmative Action Program, as well as compliance with the administrative and reporting procedures to insure adherence at WRT.

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Helen F. Bidol  
Director of Human Resources,  
EEO/AA Officer

Wallace Roberts & Todd, LLC  
\_\_\_\_\_  
FIRM/ORGANIZATION NAME

May 10, 2010  
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DATE

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Philadelphia  
Coral Gables  
Dallas  
Lake Placid  
New York City  
San Diego  
San Francisco