

## Equal Employment Opportunity/ Affirmative Action Statement

It is the policy of the Firm to promote equal employment opportunities (EEO). All personnel decisions, including, but not limited to, recruiting, hiring, training, promotion, compensation, benefits and termination are made without regard to race, creed, color, religion, gender, sex, disability, sexual orientation, gender identity, gender expression, national origin, age, genetic information, status as a protected veteran, marital status, citizenship status (except as otherwise provided for by applicable law), or any other characteristic protected by applicable federal, state or local law. In addition, the Firm's policies prohibit sexual harassment and all forms of workplace harassment based on any other legally protected status or characteristic protected by law.

The Firm maintains Gender Transition Guidelines. Questions related to these guidelines should be directed to the Chief Human Resources Officer or the Chair(s) of the LGBTQA Affinity Group.

The Firm maintains affirmative action (AA) plans covering minorities, women, individuals with disabilities and veterans. These programs state the methods by which the Firm provides equal employment opportunity and takes affirmative action to recruit, employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans. These programs also incorporate auditing and reporting mechanisms designed to measure the effectiveness of the Firm's affirmative action efforts.

Firm personnel and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may engage in, any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of applicable federal, state, or local laws requiring equal opportunity for individuals of a protected group; opposing any act or practice made unlawful by such federal, state, or local laws; and exercising any other rights protected by such laws or the implementing regulations for such laws.

This EEO/AA policy, along with the Firm's efforts to comply with all of its nondiscrimination and affirmative action obligations, have the full and complete support of the Firm, including its Chairman & Chief Executive Officer. All partners, executives, directors, managers and others with responsibilities affecting or relating to employment opportunities, such as supervisors and human resources representatives, are responsible for administering this policy within their respective areas and should take immediate and appropriate action if discriminatory practices or behavior are reported. Personnel are encouraged to report any concerns regarding violations of this policy to the Office Administrator or Human Resources professional.

Any questions regarding the Firm's affirmative action plans, or the Firm's equal opportunity policy, should be directed to the Chief Human Resources Officer. To view the plan, personnel should contact the Office Administrator.

*Nothing stated within this policy shall alter Foley & Lardner's status as an at-will employer. No promise, statement or writing made to the contrary within this policy or by a supervisor or other representative of the Firm clarifying this policy may be interpreted to constitute an employment relationship other than "at-will".*

Policy Information		Related Policies
<b>Date Adopted:</b> 09/01/2002	<b>Last Date Revised:</b> 10/28/2016	List Related Policies
<b>Author/Contact:</b> Chief Human Resources Officer		
<b>This Policy Applies To:</b> All Personnel		
<b>Policy Number:</b>		