

## Equal Employment Opportunity Statement



Spiegel & McDiarmid LLP adheres to a strict policy to advertise, recruit, evaluate, hire, promote, demote, lay off, terminate, transfer, train, compensate and otherwise provide equal opportunity in all conditions of employment without regard to race, color, sex, sexual orientation, age, national origin, religion, physical or mental disability, marital status, personal appearance, family responsibilities, political affiliation, veteran status, gender identity or expression, genetic information, matriculation or any other protected status in accordance with all applicable federal, state and local laws.