

Equal Employment Opportunity Policy & Statement

Fundamental to our mission is our obligation to honor the diversity of our workforce and ensure all employees are treated with respect and dignity.

As the Chief Executive Officer of The Michaelson Group, I fully understand and support the value of diversity in improving organizational efficiency and effectiveness. I intend to promote a climate of innovation, opportunity, and success within our organization that capitalizes on the cultural, professional, and personal diversity of our workforce. Additionally, I am equally committed to the full and meaningful implementation of Equal Employment Opportunity (EEO) policies for all TMG employees and applicants. It is the organization's goal to ensure that The Michaelson Group fosters an environment committed to preventing, stopping and remedying all forms of discrimination or harassment that occur in our workplace.

I expect a workplace environment throughout The Michaelson Group, free of discrimination and any form of harassment, where all employees may work without fear of reprisal; where qualified employees and applicants with disabilities receive reasonable accommodations so they can be successful at their work; and where all employees are recognized for their individual performance and contributions to the company.

TMG employees are protected by federal laws, Presidential Executive Orders, and other directives and policies banning discrimination and harassment on the basis of race, ethnicity, color, religion, sex (including sexual harassment, pregnancy, gender identity, and sexual orientation), national origin, age (40 years of age or over), disability (physical or mental), family medical history or genetic information. It also is TMG's policy to prohibit discrimination based on political affiliation, status as a parent, marital status, military service or any other non-merit based factor. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

All employees, including supervisors and other management personnel, are expected to respond appropriately to allegations of harassment and are required to uphold governing laws and our policy. To that end, managers and supervisors will complete periodic required training to ensure they clearly understand their role and responsibility in addressing and eliminating all forms of harassment.

Employees who believe they are experiencing unlawful discrimination or harassment should bring their concerns to the attention of their supervisor, a member of their management team, HR administration, or our Compliance & Investigations Division. Additionally,

retaliation in any form against an employee who reports unlawful discrimination or harassment is strictly prohibited. All employees and applicants must be able to exercise their right to elect the EEO process, oppose discriminatory practices, and engage in whistleblowing or exercise any other appeal right provided by law without fear of retaliation.

Adherence, implementation, and practice of this policy is expected by all employees and supervisors, and that to do so will result in The Michaelson Group becoming a model organization committed to innovation, opportunity, and success.

L. Michael Pleasants

Chief Executive Officer

The Michaelson Group, L.L.C.

