

## **FOR ALL U.S. EMPLOYEES AND APPLICANTS**

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Alvarez and Marsal not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other protected class. The Company also takes affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to any of the protected classes.

To ensure equal opportunity in employment, the Company has developed Affirmative Action Programs (“Programs”), pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, covering individuals with disabilities, and the Vietnam Era Veterans’ Readjustment Assistance Act, covering protected veterans. The top United States executive's (such as the Chief Executive Officer or the President of the United States Division of a foreign company) support these Programs.

The Company will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to the protected classes listed above. It will also ensure that all employment decisions are based only on valid job requirements. No employee or applicant will be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Executive Order 11246 and the laws set forth above, or any other Federal, state, or local law requiring equal opportunity in employment; (3) opposing any act or practice made unlawful by Executive Order 11246 and the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity in employment; or (4) exercising any other right protected by Executive Order 11246 and the laws set forth above or their implementing regulations.

The Company has designed and implemented an audit and reporting system that: (1) measures the effectiveness of the Company’s Programs; (2) indicates any need for remedial action; (3) determines the degree to which objectives have been attained; (4) determines whether protected individuals have had the opportunity to participate in all company-sponsored activities; (5) measures compliance with the Programs’ specific obligations; and (6) documents the actions taken. If any Program is found to be deficient, the Company will undertake necessary action to bring the Program into compliance.

Christine Pollack, Chief Human Resources Officer, is the Company’s Affirmative Action Administrator and has overall responsibility for the implementation of the Company’s Program. The Program is available to employees and applicants for employment, upon request, during regularly scheduled business hours. Any employee or applicant with a disability that needs this Policy Statement in a different format to ensure accessibility and

understanding should contact the Affirmative Action Administrator by calling 212-759-4433 or by sending an email to Human Resources at [HR@alvarezandmarsal.com](mailto:HR@alvarezandmarsal.com).

### **U.S. DEPARTMENT OF LABOR RESOURCES**

- [EEO is the Law](#) with [supplement poster](#)
- [Pay Transparency Nondiscrimination Notice](#)

### **ACCOMMODATION NOTICE**

The Company is committed to being an Equal Opportunity Employer and offers opportunities to all job seekers, including job seekers with disabilities. If you are a qualified individual with a disability or a disabled veteran, you may request a reasonable accommodation if you are unable or limited in your ability to use or access the Company's career webpage as a result of your disability. You may request reasonable accommodations by calling 212-759-4433 or by sending an email to Human Resources at [HR@alvarezandmarsal.com](mailto:HR@alvarezandmarsal.com).