

EEO & AFFIRMATIVE ACTION

McCownGordon is committed to a workplace where all associates are treated with respect, professionalism, and fairness. To deliver the best building experience, we strive to attract, develop, and retain talented professionals who bring a variety of skills, experiences, perspectives, and ideas to their work. By creating an environment where associates can contribute fully and perform at their highest level, we strengthen our ability to:

- Drive Innovation
- Inspire Leadership
- Take Ownership
- Give Back

We support this commitment through:

RESPECT: Create a workplace culture where all associates are treated with professionalism and respect.

COMMUNICATION: Promote open communication, collaboration, and leadership practices that encourage engagement and accountability across the organization.

DEVELOPMENT: Provide associates with opportunities to learn, grow, and contribute based on performance, qualifications, and business needs.

COMMUNITY: Build strong relationships within the communities we serve and encourage associates to make meaningful contributions through service and engagement.

McCownGordon is committed to ensuring that all current and prospective associates are afforded equal employment opportunities and fair treatment. The Company provides equal employment opportunities in accordance with all applicable federal, state, and local laws and does not discriminate on the basis of race, color, religion, sex, national origin, age, citizenship, marital status, familial status, veteran status, disability, genetic information, sexual orientation, gender identity, ancestry, or any other status protected by applicable law.

This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, compensation, benefits, training, transfers, discipline, termination, layoffs, recalls, and leaves of absence.

McCownGordon is committed to complying with all applicable equal employment opportunity and affirmative action requirements. Employment decisions are based on job-related qualifications, merit, performance, business needs, and other lawful considerations. The Company administers its employment practices without regard to any protected characteristic and in accordance with applicable law.

The Company prohibits discrimination, harassment, and retaliation and is committed to maintaining a workplace free from unlawful conduct. This commitment applies to all persons involved in Company operations, including associates, applicants, contractors, vendors, customers, and visitors. Any form of unlawful discrimination, harassment, or retaliation is prohibited and will not be tolerated.

Please contact Brandi Riggs, Equal Employment Opportunity Officer with questions 816-682-9805, briggs@mccowngordon.com