

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Iowa/Kentucky/New York/Missouri's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Irvine/San Diego is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Irvine/San Diego does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Irvine/San Diego's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Irvine/San Diego is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Irvine/San Diego does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Irvine/San Diego's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Los Angeles is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Los Angeles does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Los Angeles's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Los Angeles is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Los Angeles does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Los Angeles's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Portland is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Portland does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Portland's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Portland is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Portland does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Portland's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Sacramento/San Francisco is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Sacramento/San Francisco does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Sacramento/San Francisco's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Sacramento/San Francisco is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Sacramento/San Francisco does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Sacramento/San Francisco's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-300.43(a), KPFF Consulting Engineers - Washington/Idaho is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Washington/Idaho does not discriminate because of status as a protected veteran and takes affirmative action to employ and advance in employment qualified protected veterans at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Washington/Idaho's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.

### **III. Affirmative Action Policy**

Pursuant to the requirements under 41 C.F.R. §60-741.43(a), KPFF Consulting Engineers - Washington/Idaho is reaffirming commitment to affirmative action and equal employment opportunity (AA/EEO), for all of its applicants and employees. Specifically, KPFF Consulting Engineers - Washington/Idaho does not discriminate because of physical or mental disability and takes affirmative action to employ and advance in employment qualified IWDs at all levels of employment, including the executive level. John Gavan, President, fully supports KPFF Consulting Engineers - Washington/Idaho's AA/EEO policies. Lindsay Raphael, Director of People Services, is responsible for implementing the AA/EEO activities.