

# DIVERSITY STATEMENT

As an Affirmative Action employer, R.H. Sheppard Co., Inc., we seek to attract, promote, and retain talented employees from various backgrounds. This strategy supports our business objectives, community relations and creates an environment that enhances our Company's success.

Because we are a federal subcontractor, during the application process we are required to ask for certain demographic information, including gender, race/ethnicity, disability status, and protected veteran status. Disclosure of this information is voluntary and refusal to provide the information will not subject you to any adverse treatment. Your responses will not be used against you in any way.