

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Alston & Bird LLP (the "Firm") to afford equal opportunity for employment to all individuals regardless of race, color, religion, sex, sexual orientation, gender identity and/or expression, age, marital status, national origin, ancestry, disability, veteran status, or genetic information, and to comply with all applicable federal, state and local laws pertaining to non-discrimination and equal employment opportunity. A diverse and fair workplace is a priority for Alston & Bird LLP, and the Firm is committed to this policy. The Firm will take affirmative action to ensure that equal opportunity for employment is provided with regard to all personnel actions, including but not limited to:

1. Recruiting, hiring and promoting in all job categories;
2. Decisions regarding employment; and
3. All other personnel actions such as compensation, benefits, transfers, bid opportunities, layoffs, recalls, training, education, social programs and recreational programs.

The Firm will also ensure that all employment decisions are based only on legitimate non-discriminatory reasons. Employees and applicants are protected from harassment, intimidation, threats, coercion, interference, or discrimination for filing a complaint; assisting in an investigation, evaluation, hearing, or other activity related to the administration of applicable employment discrimination laws; opposing any act or practice made unlawful applicable employment discrimination laws; or exercising any other right protected by applicable employment discrimination laws.

Michael Stephens, the Firm's EEO Coordinator, will monitor the affirmative action program and be responsible for evaluating the effectiveness of the program. The AAP is available in the office of the EEO Coordinator.

The successful achievement of a nondiscriminatory employment program requires a maximum of cooperation between management and employees. In fulfilling its part of this cooperative effort, management will establish and implement affirmative procedures and practices aimed at ensuring that the Firm's objective is reached, to assure equal employment opportunities. Such efforts include development and implementation of internal audit and reporting systems that monitor all personnel activity and report on the effectiveness of the Firm's procedures and practices.


Richard R. Hays, Managing Partner

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