

## Non-Discrimination Policy Statement

It is the policy of Wiss, Janney, Elstner Associates, Inc. to comply with the regulations of Title VI of the Civil Rights Act of 1964, as amended and other nondiscrimination laws and authorities, that include regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (DOT) Title 49, Code of Federal Regulations (CFR) and the Federal Highway Administration's Title 23 Code of Federal Regulations 200. Wiss, Janney, Elstner Associates, Inc. does not discriminate against any person on the basis of race, color, national origin, sex, age, disability, or low-income.

Wiss, Janney, Elstner Associates, Inc. will not discriminate on the grounds of race, religion, color, sex, national origin, age, or disability in the selection and retention of sub consultants, including procurements of materials and leases of equipment. Wiss, Janney, Elstner Associates, Inc. will not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Part 21.5.

In all solicitations, either by competitive bidding or negotiation made by Wiss, Janney, Elstner Associates, Inc. for work to be performed under a subcontract, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of the contractor's obligations under the contract and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, sex, age, disability, and low income. Wiss, Janney, Elstner Associates, Inc. will include the necessary provisions in every subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

Wiss, Janney, Elstner Associates, Inc. ensures nondiscrimination and equal employment opportunity in all programs and activities in accordance with Title VI of the Civil Rights Act of 1964. If you need more information or special assistance for persons with disabilities or limited English proficiency, contact EEO Representative and Title VI Coordinator, Jeannette M. Ray at 330 Pfingsten Road, Northbrook, IL 60062, (847) 272-7400, or jray@wje.com.



William J. Nugent  
President and Chief Executive Officer



Jeannette M. Ray  
EEO Representative and Title VI  
Coordinator

### Headquarters & Laboratories—Northbrook, Illinois

Atlanta | Austin | Boston | Chicago | Cleveland | Dallas | Denver | Detroit | Honolulu | Houston | Indianapolis | Los Angeles | Minneapolis | New Haven  
New York | Philadelphia | Pittsburgh | Portland | Princeton | Raleigh | San Antonio | San Francisco | Seattle | South Florida | Washington, DC