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## EEO POLICY STATEMENT

Geocomp personnel will make all reasonable efforts to follow our Equal Opportunity Policy, Affirmative Action Plan, and Persons with Disabilities and Veterans Affirmative Action Plans. We have prepared the Plans to accurately reflect our current status, our actions to date, and our intentions for the future. We have assigned overall responsibility for fulfillment of the Equal Employment Opportunity policy and Affirmative Action Plans to Linda Falco, Senior Human Resources Manager, who will periodically conduct assessments to determine how we are adhering to our stated intentions and what changes are required.

Our management is responsible for overseeing personnel actions in their respective areas of supervision and will carry out the intentions of the Equal Opportunity policy and Affirmative Action.

Our employment practices are non-discriminatory and are based upon factors that are job-related. Factors such as race, color, religion, gender, national origin or ancestry, age, disability, veteran status, military service, sexual orientation, genetic information, or gender identity are not job-related. We have designed the Affirmative Action Plan to report and monitor all related procedures that will include, but will not be limited to:

1. Recruiting, hiring, training, and promoting applicants and employees in all job classifications without discrimination;
2. Basing decisions on employment so as to further the principle of equal employment opportunity;
3. Ensuring that promotion decisions are in accord with principles of equal employment opportunity by imposing reasonable requirements for promotional opportunities; and
4. Ensuring that all other personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without discrimination.

We promise not to retaliate against any person who files a complaint concerning Equal Opportunity or Affirmative Action and will ensure that no one harasses, intimidates, threatens, coerces, or discriminates against any individual exercising rights under this policy.

Our Affirmative Action Plans are available for inspection in the Human Resources Department during normal business hours, 8:00 am to 5:00 pm. Please contact Linda Falco, Senior Human Resources Manager, for further information.

A handwritten signature in black ink that reads "W. Allen Marr".

W. Allen Marr  
CEO



## **PAY TRANSPARENCY NONDISCRIMINATION PROVISION**

We will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by us, or (c) consistent with our legal duty to furnish information. 41 CFR 60-1.35 (c)