



**EQUAL EMPLOYMENT OPPORTUNITY/  
AFFIRMATIVE ACTION POLICY**

Evergreen Consulting Group, LLC maintains a continuing policy of nondiscrimination in employment. It is our policy to provide equal opportunity and access for all persons, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or status as a disabled veteran or other protected veteran, in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations. This policy of nondiscrimination shall include, but not be limited to, the following employment decisions and practices: hiring; upgrading; promotions; demotions or transfers; layoffs; recalls; terminations; rates of pay or other forms of compensation; selection for training, including apprenticeship; and recruitment or recruitment advertising.

Evergreen 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 the employer, or (c) consistent with Evergreen's legal duty to furnish information.

Employees and applicants of Evergreen will not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation. Such rights include protection against discrimination on the basis of a person's relationship or association with a protected veteran.

If you believe that you have been discriminated against in any manner as described above, you should notify Phoebe Dineen, Director of Operations, at 503- 310-3700 or via email at [Phoebe.Dineen@evergreen-efficiency.com](mailto:Phoebe.Dineen@evergreen-efficiency.com) or myself. Evergreen will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated, and appropriate disciplinary action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

Evergreen also maintains affirmative action programs to implement our equal employment opportunity policy. Employees or applicants who wish to review the full narrative portion of these programs for individuals with disabilities or protected veterans may schedule an appointment to do so by contacting Phoebe Dineen, Director of Operations during normal business hours.

A handwritten signature in blue ink that reads "Matthew Gibbs".

Matthew Gibbs  
President