



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 non-discrimination laws and authorities, that include regulations relative to non-discrimination 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 grounds of race, color, or national origin.

In addition to Title VI, Wiss, Janney, Elstner Associates, Inc. will not discriminate under other statutes that afford legal protection on the basis of sex, age, or disability. Wiss, Janney, Elstner Associates, Inc. will not discriminate in the selection or 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 non-discrimination on the grounds of race, color, or national origin. Wiss, Janney, Elstner Associates, Inc. will include the necessary non-discrimination 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 non-discrimination 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.
