



Civil Engineers
 Structural Engineers
 Traffic Engineers
 Land Surveyors
 Landscape Architects
 Scientists



POLICY STATEMENT

TFMoran, Inc., is an Equal Opportunity Employer.

Employment practices at the company are non-discriminatory and are based upon factors that are job-related. Factors such as race, color, sex, gender identity, age, physical or mental disability, religion, national origin, sexual orientation, military or veteran status, genetic information, pregnancy, or marital status are not job-related.

All employment decisions are based only on valid job requirements. The company is committed to recruiting, hiring, training, and promoting employees, and administering all other personnel actions, without discrimination.

TFMoran, Inc., maintains an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which includes an audit and reporting system. Overall responsibility for fulfillment of the Affirmative Action Plan is assigned to Maryanne Murray, Controller.

The Individuals with Disabilities and Veterans Affirmative Action Plan is available for inspection in the Human Resources Department during normal business hours, 8:30 am to 5:00 pm. Please contact Maryanne Murray or Dylan Cruess, COO, for further information.

TFMoran, Inc., promises 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.

Robert Duval
 President

Maryanne Murray
 Controller

