

EEOC Statement

Andrews Kurth LLP is committed to a policy of equal employment opportunity for all individuals regardless of race, religion, color, national origin, ancestry, physical disability, mental disability, pregnancy, medical condition, marital status, sex, gender, sexual orientation, age, personal appearance, family responsibilities, veteran status, or other protected category or characteristic established pursuant to any applicable Federal, State or local statute or ordinance. We expect all employment decisions to advance the principle of equal employment opportunity. We are strongly bound to this policy, and the Firm intends to use the abilities of all individuals to the fullest extent practicable within the framework of our business environment. Accordingly, we expect all employment decisions to advance the principle of equal employment opportunity. To ensure that this expectation is carried out, the following policies shall be adhered to:

- Andrews Kurth LLP shall recruit, hire, upgrade, train and promote in all job categories without regard to race, religion, color, national origin, ancestry, physical disability, mental disability, pregnancy, medical condition, marital status, sex, gender, sexual orientation, age, personal appearance, family responsibilities, veteran status, or other protected category or characteristic established pursuant to any applicable Federal, State or local statute or ordinance.
- Persons in managerial positions with the Firm shall monitor all other Human Resources actions, such as compensation, benefits, layoffs, returns from layoffs, firm-sponsored training, educational assistance and social and recreational programs, to ensure that all such actions are administered without regard to race, religion, color, national origin, ancestry, physical disability, mental disability, pregnancy, medical condition, marital status, sex, gender, sexual orientation, age, personal appearance, family responsibilities, veteran status, or other protected category or characteristic established pursuant to any applicable Federal, State or local statute or ordinance.
- Persons in managerial positions with the Firm shall base employment decisions on the principles of equal employment opportunity and with the intent to further the Firm's commitment to equal employment opportunity. The Firm has designated Donald J. Horton as EEO Director and Chairman of the EEO Committee.