

LMP Diversity Policy

At Lovell Minnick, a culture of inclusion and diversity is important to the way we operate our firm. We understand that people of different backgrounds and perspectives, such as ethnicity, religion, gender and sexual orientation help us make better investment decisions, build stronger companies, and strengthen our nation and the communities in which we live and work. Our business practices are designed to promote diversity, and we encourage our portfolio companies to do the same. We believe that attracting, developing and retaining a diverse base of employees is important to our success.

Creating Diversity Through Recruiting

Our recruiting practices are designed to attract diverse talent throughout our firm. We also inform educational institutions, recruiters, and other third party organizations and related associations about open positions where diversity can be achieved.

Maintaining Diversity Through Inclusiveness

Our culture of inclusiveness is paramount to maintaining diversity throughout Lovell Minnick and requires a respect for the contributions of people from all backgrounds.

We actively seek to foster inclusiveness by, including but not limited to: staffing diverse investment and operating teams; establishing diversity awareness through periodic training programs for all employees; ensuring new hires make a smooth transition into the firm and our work assignment process fosters opportunity and development for all members of the firm; and supporting community and charitable organizations that promote diversity.

Partnering with our Portfolio Companies

Lovell Minnick works with the board of directors and management teams of our portfolio companies to promote and support diversity and inclusion throughout their organizations. In this way, we seek to extend our culture of inclusiveness in all areas in which we have influence.

Equal Employment Opportunity Statement

LMP provides equal employment opportunities to all employees and applicants without regard to actual or perceived race, color, religious creed, sex, gender (including sex stereotyping), gender identity, gender expression, national origin, ancestry, citizenship status, pregnancy, childbirth or related medical condition, physical disability, mental disability, age, marital status, familial status, medical condition (including but not limited to, cancer-related or HIV/AIDS-related), military or veteran status, or sexual orientation all in accordance with the requirements of applicable federal, state and local laws. In addition, LMP complies with applicable state and local laws governing nondiscrimination in employment in every location in which the Firm has facilities.

For Policy Prohibiting Discrimination, Harassment and Retaliation, please see LMP's Employee Handbook.