

## **Diversity at Lovell Minnick Partners**

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 strengthen our team and help us make better investment decisions, while also strengthening our Nation and the communities in which we live. Our business practices are designed to promote diversity, and we encourage our portfolio companies to do the same.

### Creating Diversity Through Recruiting

Our recruiting practices are designed to attract diverse talent throughout our firm. We tell all recruiters that we are looking for diverse candidates. We also inform university 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, including by:

- Using diverse investment and operating teams across our various investments;
- Making sure all of our hires make a smooth transition into the firm;
- Ensuring our work assignment process fosters opportunity and development for all members of the firm; and
- Providing support for networking and business development efforts by our employees.

### Partnering with our Portfolio Companies

Lovell Minnick works closely with the 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, national origin, ancestry, citizenship status, pregnancy, childbirth or related medical condition, physical disability, mental disability, age, marital status, medical condition (including but not limited to, cancer-related or HIV/AIDS-related), 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.