



McCOOL CARLSON GREEN
Architecture • Interior Design • Space Planning

JUST – APPLICABLE SECTIONS:

- Non-discrimination

EMPLOYMENT POLICY

EQUAL OPPORTUNITY

McCool Carlson Green, Inc. does not consider Race, Religion, Color, Sex, Creed, National or Ethnic Origin, Citizenship Status, Age, Marital Status, Veteran Status, Family Status, Physical or Mental Disability, Sexual Orientation or Gender Identity in evaluating any person for employment, salary, merit increases, promotion, termination for cause, or reduction in force, or any other such action affecting employees.

EMPLOYMENT

Selection for employment is based on the merits of the individual in relation to the requirements of the position. The qualifications considered include aptitudes, abilities, experience, personal characteristics and potential for future development. Salary increases and promotions are granted on the basis of individual performance and ability.

WAGES AND SALARIES

MCG maintains a fair and equitable pay scale policy and does not discriminate between gender or race; compensation is based on competency and proficiency in areas of professional services.

Sincerely,

John Weir, Principal Architect
AIA, NCARB, LEED-AP

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