



JUST – APPLICABLE SECTIONS:

- Gender Diversity

EMPLOYMENT POLICY

EQUAL OPPORTUNITY

Race, Color, Sex, Creed or National Origin is not considered 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.

MCG GENDER DIVERSITY – All Staff	TOTAL %
Male (14)	70%
Female (6)	30%
MCG GENDER DIVERSITY – Leadership	TOTAL %
Male (4)	100%
Female (0)	0%

Sincerely,

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

John E. McCool
 Michael P. Carlson
 Douglas G. Green
 John T. Weir
 421 W 1st Ave, Suite 30
 Anchorage, Alaska 99501
 (907) 563-8474
 FAX (907) 563-4572
 www.mcgalaska.com