

# Affirmative Action Notice



06/19/2019

Dear Vendor:

Cozen O'Connor ("Cozen") is a federal contractor and/or subcontractor. As a vendor or supplier to Cozen, your company may be a federal subcontractor required to comply with applicable Executive Orders, laws and regulations enforced by the U.S. Department of Labor, Office of Federal Contract Compliance Programs. Accordingly, we are notifying you of the following:

To the extent applicable, contractors and subcontractors shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. The Executive Order 13496 Employee Notice Clause set forth in 29 Code of Federal Regulations Part 471 Appendix A to Subpart A is hereby incorporated by reference.

Very truly yours,

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