



Hawkins Ash CPAs, LLP
500 South 2nd Street, Suite 200
La Crosse, WI 54602-1508

Equal Employment Opportunity (EEO) Policy Statement

Dear Current and Prospective Employees:

I would like to take this opportunity to reaffirm Hawkins Ash CPAs, LLP's commitment to equal employment opportunity and affirmative action. It is the purpose of this policy to ensure equal opportunity considerations are an inherent part of all decisions that affect employees.

Hawkins Ash CPAs will recruit, hire, train and promote persons in all job titles without regards to age, color, disability, gender, marital status, national origin, race, religion, sex, veteran status, sexual orientation, or other status protected by applicable law. In addition, all personnel actions such as compensation, promotion, demotion, benefits, transfers, staff reductions, terminations, reinstatement and rehire, and training, will be administered in accordance with the principles of equal employment opportunity.

In keeping with these principles, Hawkins Ash CPAs is committed to providing all employees with a work environment that is free from all forms of harassment based on age, color, disability, gender, marital status, national origin, race, religion, sex, veteran status, sexual orientation, or other status protected by applicable law. Hawkins Ash CPAs is committed to providing reasonable accommodations to qualified individuals with disabilities who can perform the essential functions of the job they hold or desire, with or without reasonable accommodation.

All employees and applicants are invited to self-identify their veteran and disability status. The self-identification process is completely voluntary. All information will be confidentially maintained in accordance with legal requirements and will not subject you to any adverse action.

All employees are responsible for compliance with this policy to ensure a working environment is free from discrimination and harassment. Members of management have a responsibility to prevent conduct inconsistent with this policy and to properly handle any known or reported violations.

This policy statement embraces our firms core values and vision of enriching our communities and advancing the accounting profession.