

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

2013

Statement of Policy

Clark/McCarthy Healthcare Partners II will not discriminate against any employee or applicant for employment because of that person's race, color, creed, ancestry, religion, age, disability, medical condition, sex, sexual orientation, transgender, marital status, national origin, citizenship, based on genetic information or any other class protected by state or federal law and will treat all such employees or applicants equally as required by federal, state, and local law. Moreover, to the extent required under the relevant federal law pertaining to federal contractors, the Company will take affirmative action in an effort to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, age, sex, disability, national origin or based on genetic information. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination, rates of pay or other forms of compensation; and selection for training, including apprenticeship.

Clark/McCarthy Healthcare Partners II acknowledges its continuing commitment to a work environment that avoids unlawful discrimination. It prohibits any harassment of its employees by anyone, including any manager, supervisor, co-worker, vendor or visitor.

Harassment involves unwelcome conduct, whether verbal, physical, or visual that targets a person's protected status, such as age, ancestry, citizenship, color, creed, disability, medical condition, based on genetic information, national origin, race, religion, sex, sexual orientation, transgender, marital status, or veteran status. Clark/McCarthy Healthcare Partners II forbids harassment because it may violate the law and disrupts a proper working environment.

Sexual harassment deserves special mention. It involves any one or more of unwelcome sexual advances, requests for sexual favors, or other physical, verbal, or visual conduct of a sexual nature in any one or more of the following circumstances. First, an individual's either stated or implied conditions of employment require his or her submission to such conduct. Second, the reason for an employment decision involves an individual's submission to or rejection of such conduct. Third, such conduct has either the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Sexual harassment may include any one or more of direct sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about gender-specific traits, obscene language or gestures, display of obscene printed or visual material, or physical contact, such as patting, pinching, or brushing against another's body.

All Clark/McCarthy Healthcare Partners II employees have responsibility for making this policy effective. If you either experience or notice any harassment, you are encouraged to report it to Clark/McCarthy Healthcare Partners II Corporate Director of EEO (Peggy Lynas/St. Louis), Divisional Director of EEO or any other supervisor. The complaint does not need to be reported to the employee's direct supervisor. Clark/McCarthy Healthcare Partners II forbids retaliation for reporting harassment, assisting another person in making a harassment complaint, or cooperating in a harassment investigation.

Every harassment complaint will be investigated thoroughly and promptly. If an investigation confirms that harassment has occurred, Clark/McCarthy Healthcare Partners II will take appropriate corrective action which may involve discipline including, but not limited to, oral counseling, written counseling, suspension and/or termination, dependent on the circumstances of each particular case as determined appropriate by Clark/McCarthy Healthcare Partners II.

ACKNOWLEDGMENT

I acknowledge that I have received and read a copy of Clark/McCarthy Healthcare Partners II Equal Employment Opportunity Statement and Anti-Harassment Policy. I understand that I am expected to adhere to these policy statements at all times.

I have also been notified that a complete copy of the company's Affirmative Action Program is posted for review on the work site bulletin board and Divisional Office bulletin boards.

Employee Signature

Print Name

Date