



Architects | Designers | Planners

50 South B. B. King Blvd.
Suite 600
Memphis, TN 38103
901.521.1440

LRK is committed to fostering, cultivating and advancing a culture of diversity and inclusion.

Our employees are our most valuable asset. The variety of perspectives, cultural differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent of our employees enriches our culture and differentiates LRK in the design community. Our work evolves from rigorously collaborative inquiry and input by all team members to create client-tailored projects that respect and enhance the well-being of the community and the environment.

We embrace and affirm our employees' personal attributes-their age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

LRK's diversity initiatives are applicable to our practices and policies on recruitment and hiring; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and cultivation of a work environment with gender and diversity equity. We encourage and enforce:

- Respectful communication and collaboration between all employees.
- Teamwork and employee participation, valuing the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote understanding and appreciation for all.

All employees of LRK have a responsibility to treat others with dignity and respect at all times.