



**CUMBERLAND**  
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### **Cumberland Advisors' Commitment to Diversity in the Workplace**

Cumberland Advisors is committed to cultivating and preserving a culture of diversity, equity and inclusion for all its employees.

We strive to create a dynamic and inclusive workplace where our employees are challenged, valued and excited to build a career with us. It's my job as CEO of Cumberland to encourage diversity in our hiring process, to ensure employee engagement and to instill a sense of collaboration among our employees. This approach provides the opportunity for our firm to benefit from the multitude of life experiences and perspectives that enable creative thinking and innovative solutions. All this results from employing individuals from varying walks of life. We value each employee and embrace and appreciate their differences in race, color, age, disability, sexual orientation, religion and socioeconomic status.

We believe that our team and their varied backgrounds represent our most valued asset enabling us to better serve our clients and the needs of the community we serve. We are committed to ensuring a safe and diverse workplace.

Mark J. Myers  
First EVP and Chief Operating Officer





