

## Equal Employment Opportunity Policy

It is the policy of Strategic Intelligence Solutions (SIS) to provide equal employment opportunity for all applicants and employees. Strategic Intelligence Solutions does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, or veteran status. This policy applies to all areas of employment, including recruitment, hiring, training, promotion, compensation, benefits, transfers, and social and recreational programs.

It is unlawful for an employer to fail or refuse to hire, to Separate the Employment, or to otherwise discriminate against any person with respect to compensation, terms, conditions or privileges of employment (including training) because of race, color, religion, sex, national origin, age, disability, or veteran status. This policy applies to all areas of employment, including recruitment, hiring, training, promotion, compensation, benefits, transfers, and social and recreation programs.

Likewise, it is unlawful to limit, segregate, or classify employees in any way which would deprive or tend to deprive any person of employment opportunities because of any of these criteria.

Notwithstanding the above, certain activities are not unlawful where a bona fide occupational qualification for the position can be determined.

All persons employed as a Armed Security Professional/Officer MUST be at least 21 years old. No person under 21 will be employed as an Armed Security Professional/Officer. All persons employed as a unarmed security professional MUST be at least 18 years or older.