



OFFSET STRATEGIC SERVICES (OSS) EQUAL EMPLOYMENT OPPORTUNITY (EEO)

❖ Equal Employment Opportunity (EEO)

Offset Strategic Services, LLC (OSS) is an Equal Employment Opportunity employer. Employment decisions, including all terms and conditions of employment, are based on merit, individual qualifications, job-related criteria, and legitimate business needs.

OSS is committed to providing equal employment opportunities to all applicants and employees. OSS does not unlawfully discriminate in any aspect of employment on the basis of any characteristic protected by applicable federal, state, or local law. This policy applies to all employment practices, including recruitment, hiring, placement, training, promotion, compensation, benefits, transfers, discipline, layoffs, recall, termination, and all other terms and conditions of employment.

As a federal contractor, OSS complies with all applicable employment laws and regulations, including those relating to qualified individuals with disabilities and protected veterans.

❖ Harassment, Discrimination, and Retaliation

OSS is committed to maintaining a workplace free from unlawful discrimination, harassment, intimidation, and retaliation. Harassment of any kind that violates applicable law or Company policy is prohibited. This policy applies to interactions with employees, applicants, customers, vendors, suppliers, subcontractors, and all others conducting business with or on behalf of OSS.

Employees who experience or witness conduct that may violate this policy are expected to promptly report their concerns to their supervisor or Human Resources. OSS will promptly review reported concerns and take appropriate action when warranted.

Retaliation against any individual who, in good faith, reports a concern, participates in an investigation, or exercises any right protected by law is strictly prohibited.

❖ Employee Responsibility

Every employee shares responsibility for maintaining a professional, respectful, and lawful workplace. Employees are expected to conduct themselves in a manner consistent with this policy and to help foster an environment built on professionalism, accountability, and mutual respect.

❖ Our Commitment

OSS is committed to providing a workplace where individuals are treated with dignity and respect and have the opportunity to contribute and succeed based on their qualifications, performance, conduct, and commitment to excellence.