



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Seventh Sense Consulting, LLC (hereinafter “Company”) is committed to Equal Employment Opportunity (EEO) and maintaining a workplace free from discrimination. Our policy ensures equal employment opportunities without regard to race, color, religion, sex, national origin, disability status, veteran status, relationships with protected veterans, or any other protected characteristic under applicable law, including Title VII of the Civil Rights Act of 1964, Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). This policy covers all aspects of employment, including but not limited to recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, use of facilities, participation in company-sponsored activities, layoff, and termination. We adhere to provisions for bona fide occupational qualifications, business necessities, or age limitations where appropriate.

The Company will ensure that employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination for engaging in activities such as:

1. Filing a complaint with the Company or federal, state, or local agencies.
2. Assisting or participating in investigations, compliance reviews, hearings, or other related activities.
3. Opposing any unlawful act or practice.

Overall responsibility for these mandates has been delegated to the EEO Officer, Cynthia Keyser, Executive Vice President, Human Capital. Concerns and complaints related to equal opportunity, including those based on disability or veteran status, should be directed to Cynthia Keyser at (301) 613-1138.

As President & CEO of Seventh Sense Consulting, LLC, I fully support and am committed to implementing the Company’s equal opportunity policy. Supervisors are responsible for ensuring its implementation and preventing discrimination in employment. Violation of this policy is a disciplinary offense.

A handwritten signature in blue ink that reads 'H+DW+'. The signature is written in a cursive, stylized font.

Herbert D. Watson
President & CEO