

Equal Employment Opportunity Statement

info@h-intelli.com | www.h-intelli.com

Horizon Avanti Intelligence LLC is an Equal Opportunity Employer and Staffing Provider.

1. Our Commitment

Horizon Avanti Intelligence LLC ('Company') is committed to providing equal employment and staffing opportunities to all individuals without regard to any characteristic protected by applicable federal, state, or local law.

This commitment applies to all aspects of employment and staffing, including but not limited to: recruitment, candidate referral, job placement, compensation, benefits, professional development, promotion, demotion, transfer, and termination.

2. Protected Characteristics

The Company does not discriminate on the basis of any of the following:

- Race, color, ethnicity, or national origin
- Religion or creed
- Sex, gender identity, or gender expression
- Sexual orientation
- Age (40 and over, as protected under the ADEA)
- Disability (physical or mental), in accordance with the ADA and NJ LAD
- Genetic information (as protected under GINA)
- Pregnancy, childbirth, or related medical conditions
- Veteran or military status
- Citizenship or immigration status (to the extent permitted by law)
- Any other characteristic protected by federal, state, or local law

3. Applicable Laws

This policy is designed to comply with the following laws and regulations:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Genetic Information Nondiscrimination Act (GINA)

- The Pregnancy Discrimination Act (PDA)
- The Equal Pay Act of 1963
- New Jersey Law Against Discrimination (NJ LAD) - N.J.S.A. 10:5-1 et seq.
- New Jersey Earned Sick Leave Law
- New York City Human Rights Law (for NYC-area placements)
- Wyoming Fair Employment Practices Act

4. Reasonable Accommodation

The Company will provide reasonable accommodations to qualified individuals with disabilities and to employees or applicants with sincerely held religious beliefs, unless doing so would create an undue hardship for the Company.

Applicants or candidates requiring accommodation during the application or placement process should contact us at the information provided below.

5. Anti-Harassment Policy

The Company strictly prohibits workplace harassment of any kind, including sexual harassment, hostile work environment, and quid pro quo harassment. This policy applies to all employees, contractors, candidates, clients, and third parties interacting with the Company.

Any individual who believes they have experienced or witnessed harassment is encouraged to report it immediately. Reports will be investigated promptly and confidentially to the extent possible.

6. Staffing Clients - Non-Discrimination Requirements

Clients who engage Horizon Avanti Intelligence LLC for staffing services agree to the following:

- Candidate selection must be based on legitimate, non-discriminatory business criteria
- Clients may not request candidates of a specific race, sex, age, religion, national origin, or any other protected class
- Discriminatory placement requests will be refused and documented
- Clients are responsible for maintaining a non-discriminatory work environment for all placed workers
- Violation of EEO requirements by a client may result in immediate termination of the staffing agreement

7. Reporting Violations

If you believe you have been subjected to discrimination or harassment in connection with our services, you may:

- Contact us directly at: info@h-intelli.com
- File a complaint with the U.S. Equal Employment Opportunity Commission (EEOC) at: www.eeoc.gov or 1-800-669-4000

- File a complaint with the New Jersey Division on Civil Rights at: www.nj.gov/oag/dcr or 1-833-NJDCR4U
- File a complaint with the New York City Commission on Human Rights (for NYC-area matters) at: www.nyc.gov/cchr

8. Administration of This Policy

This EEO Statement is reviewed and updated annually or as required by changes in applicable law. The Company designates a responsible party to oversee EEO compliance and investigate complaints.

Questions regarding this policy should be directed to: info@h-intelli.com

9. Contact Information

Email: info@h-intelli.com

Website: www.h-intelli.com