



Titan Advanced Solutions, Inc. (Titan), in the course of normal business activities, will find it necessary to hire additional employees to meet the current or anticipated work load. This policy governs the recruitment and hiring of any employee by Titan.

To be considered for employment, all applicants must submit a resume by one of the following means:

1. In response to job postings on public media (internet job boards, newspapers, LinkedIn, etc.)
2. In response to Titan's open solicitation for resumes on its website ([www.Titan-AS.com](http://www.Titan-AS.com)).
3. As an in-person request for employment to a Titan employee. A follow-up resume submittal via method #1 or #2 above is required.

Records of submitted resumes will be kept for a minimum of one year. Titan may choose to contact an applicant at any time after a resume has been submitted. If an applicant is not hired for the applied position and an alternate position becomes available, Titan may contact the applicant and request resubmission of a resume by the above means if they still wish to be considered for employment.

Titan respects the interests and wellbeing of partner and industry related companies. To protect the interests of both Titan and partner companies, Titan may choose to enter into agreements similar to the example below:

Neither Party shall recruit, solicit, or otherwise attempt to hire, directly or indirectly, the employees of the other Party during the term of this Agreement without the prior written permission of the other Party. This restriction shall not apply to any individual employed by one Party who voluntarily seeks employment with the other Party on their own initiative or in response to employment advertisements in the newspapers, trade publications or other public commercial media or as an unsolicited walk in candidate.

Titan also recognizes that Texas is a "Right to Work" State and thus respects the rights of any potential employee to seek employment with Titan and subsequently terminate their existing employment at will. Titan adheres to all Federal and State equal employment opportunity (EEO) requirements.

All offers of employment are reviewed and approved by the Board of Directors. Candidates are expected to sign an Employment Agreement as conditions of employment at Titan. This agreement includes adherence to company policies, standards of conduct, and handling of proprietary information.