COSI PROVIDES EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of COSI to provide an atmosphere without discrimination or harassment in employment and in its operating procedures, so as to provide equal employment opportunity to all qualified persons regardless of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status, or any other characteristic protected by law. COSI prohibits any such discrimination or harassment.

It is COSI's express policy to recruit, hire, train and promote the most qualified persons on the basis of merit and COSI staffing prerequisites. It is COSI's firm belief that our Equal Employment Opportunity Policy will be furthered in an environment of mutual trust where Team Members are encouraged to discuss their challenges with immediate Supervisors, Directors and/or Executive Leadership Team Members. As an employer, COSI has pledged to pursue this policy and Team Members will be expected to comply with this policy in every respect. It is equally the practice and policy of COSI to comply with all applicable federal, state and local labor laws.