



Company Information and Capabilities



Company Information & Capabilities

Company Summary

Black Ink Creative Partners (established 2014) is engaged in visual communications. The visual communication field is focused on communicating with clients and customers through any visual means available. Our team is versed in graphic design, illustration, animation, photography, typography, film/video and the modification of photographs to better illustrate a given point - The client's message. These skills are considered broad and comprehensive. Our team serves various markets and industries with these skills, providing designed assets for; advertising, website design, marketing, branding & visual marketing.

Visual communications is the application of the talent, skill, science and practice of these individual fields of expertise that we offer collectively or exclusively across various industries and markets. This gives us adaptability and proficiency to meet the demands and requirements of our clients and remain nimble and effective in an ever-changing market landscape.

Each area of expertise that make up our visual communications company; web design, graphic design, photography, video/film, marketing, animation, advertising, act as collective support in providing our services; but can also act as their own vertical in providing more targeted and focused needs.

There is science, skill, and talent behind all projects regardless of the type of assignment or industry. We have provided our skills to: The Music Industry, Institutional Education, Not-For-Profit Community Organizations, Exposition Companies, Film Industry, Universities, and more.

Company Data

CAGE CODE: 7SD42

TIN: 81-3663754

DUNS: 80367609

NJ Reg: 2128680

CT Reg: 1289957

VA Reg: T083521-7

Affirmative Action Certification Number (NJ): 57692

USPS MID: 902553510
USPS CRID: 27909088

E-Verify ID: 1439156

Jaggaer Vendor ID: 19536406

Ariba Network
Vendor ID: AN01460645297

BidNet (Bonfire)
Vendor ID: 1365370

Bidsync
Vendor ID: BLACKINKCP

DemandStar
Vendor ID: 2381614

Tungsten Network
Vendor ID: AAB522951060

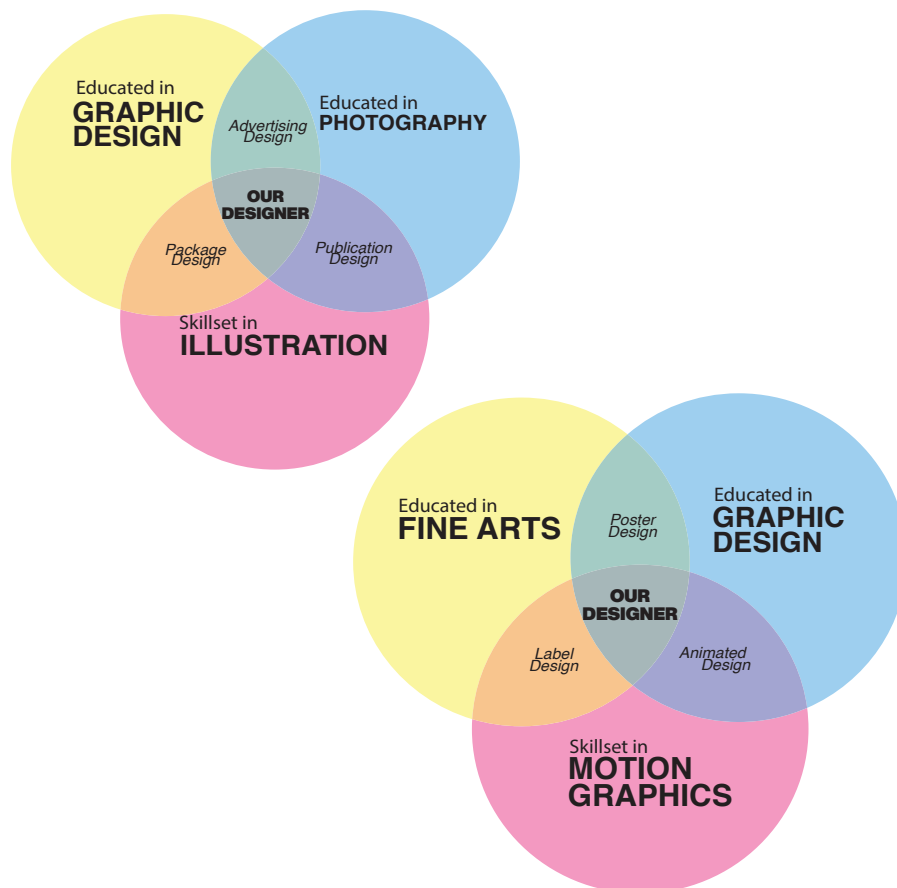
| NAICS: | UNSPC: | NIGP: | SIC: | GSA-PSS: |
|---------------|---------------|--------------|-------------|-----------------|
| 541430 541511 | 82140000 | 965-30-49 | 7336 | 514-5 |
| 541490 519130 | 82131505 | 965-46-00 | 7221 | |
| 541613 512191 | 82131603 | 915-72-00 | 7335 | |
| 541921 | 82131604 | 961-04-00 | 7819 | |
| 541922 | 60106105 | 715-05-25 | | |
| 711510 | 60121011 | 915-82-80 | | |
| 512110 | 60121005 | | | |
| 512199 | 80141505 | | | |
| 561410 | | | | |



Competitive Skillset

We present our clients with specialized, focused skillsets across various media channels and concentrations. We offer these exclusive verticals in a collective manner that provides a more detailed and comprehensive final package, whether it's signage or media packages, brand development or marketing assets.

Each team member possesses a specific major concentration in a form of art, design, and media, marketing, management, video, animation, campaign development and many other skills ranging in varying degree and area. In addition, each team member has skills in overlapping visual, marketing, and communication disciplines that provide overall value-added support. This is one of our working requirements: Education and Training in at least two disciplines (concentrations), which makes us more competitively and professionally positioned to provide a better field of services to our client base, whether a business or a branch of the government.



In House Multi-Language Support

Our diverse team offers language support in the following languages: Spanish, Portuguese, Arabic, Japanese, & Hindi. Additional language support can be contracted per projects.



Key Personnel



Eric Vincent Allen - AFA Studio Arts, BA Graphic Design

Position: Partner/Founder, Production Coordinator

E.Vincent@blackinkcreativepartners.com

GAG - Graphic Artists Guild
Member 2014 - Present

AIGA
Member - 2014 - Present

Freelancers Union
Mentor 2014 - 2018

Eric founded the company in 2014 as a small graphic design house moving from a single freelance contractor to a two person operation working on small business efforts through his local Small Business Development Center which led to expanding the services offered beyond graphic design. In 2015 he began bidding on government contract opportunities in and around the state of New Jersey which led to several contracts with boards of education throughout the region. In 2016 with expanded services across the design spectrum, he began directing the company to larger corporate clients, federal contracts and beyond the borders of New Jersey. These services included incorporating his more than 20 years of branding and visual communication experience and added services such as Experiential Design and UX/UI.

Eric has been in the art and design field since 1998 working in the industry in a multitude of positions for the length of his career including; package design & catalogs for various video production & distribution companies including Apex Video, CarolCo, & Big Apple Productions; illustration for publications such as the Calgary Herald and The Calgary Sun, Legendz Productions, London Night Studios, branding services for Hollywood Video, JTerzi Real Estate, Harmon Cosmetics, animation, motion graphics, public/ municipal murals, signage, wayfinding and more. He has worked for & with both small businesses to large national corporations including but not limited to; Anheuser Busch, Extreme Mojo Press, Fuji Film, William Shatner, & American First Choice Realty. This extensive background throughout the industry has given Eric a strong understanding of 'trend' and how markets react to the trends of the moment based on the current cultural climate.

From 2002 through 2007, Eric placed a strong focus on business development, helping real estate development companies build out and develop their brand and business models for both public marketing and investor presentation. This brand building focus for high volume businesses provided Eric with the specific experience of brand building, which supports Black Ink's integrated marketing and visual communication services.

In addition to his extensive commercial experience, Eric has spent from 2015 through 2019 working part time in higher education, lecturing and guiding the next generation of visual communicators at a local New Jersey community college, as well as regularly lecturing on branding to small business owners throughout the Eastern seaboard at regular business to government expositions and conferences.



Mark S. Slotnick - BA Economics, MBA Finance & Marketing
Partner: Operations Manager/Editor
MarkSSlotnick@blackinkcreativepartners.com

JINSA - Jewish Institute for National Security of America
Boardmember 1995 - Present

Fuel for Truth
Boardmember 2007 - Present

Experience

Mark joined Black Ink Creative Partners LLC in 2016 as a partner, taking over business operations and further developing & managing the company's government & commercial business. Mark took on the role of finance manager as well as senior copy editor of both internal and client content.

Mark brings more than 25 years of financial & marketing analytics and overall business experience to Black Ink. He has previously worked in commercial real estate finance, as a CEO and partner of Precision Finance and Realty Partners, a company that provided real estate finance structures for commercial real estate projects in New York, Connecticut, New Jersey, and several other markets throughout the U.S. Additionally, Mark served as a Vice President of Bear Sterns & Company's F.A.S.T department (Financial Analytics and Structured Transactions] from 1987 through 1994.

During Mark's time (1994 – 2005) as a Senior Director of Licensing & Acquisitions at pharmaceutical company, Purdue Frederick, he was responsible for finding and analyzing opportunities for the acquisition of small companies, find developing technologies, and new product licensing. As a product manager for over-the-counter anti-septic line he successfully increased sales, developed strategic planning of production and manufacture of the various product SKUs, developed pricing and marketing strategies, marketing collateral, and sales tools for the sales force.

Mark's extensive background in economics, finance, and marketing provides a strong foundation and horizontal support service to the visual communication aspect of the company, providing Black Ink with the ability to operate as an integrated marketing services organization and give clients the highly focused support to generate data and feedback on their media messaging efforts.



Juli Branson - MBA Finance
Position: Public Relations Director

Juli R. Branson joined the company in 2019 and initially started her career as a newspaper reporter, developing an extensive, national network of reporters and editors. Her method of outreach leads reporters to seek her out when they need sources and allows her to build her clients' reputations over time. This approach leads to added news coverage and creates a foundation for better outcomes during news crisis.

Juli has also worked for local, state and federal government agencies and political campaigns, which taught her how to be creative with messaging within the confines of government requirements. Her extensive career with government agencies such as the White House and Department of Defense offer the company a cutting edge in a fast paced information age.





Doug McAward - BA Communications
Position: Producer/DP, Creative Director
DougMcAward@blackinkcreativepartners.com

Directors Guild of America
Member 1990 - Present

Doug joined Black Ink in 2017 to advance the company's visual motion services and develop the service to its maximum potential. His background in the commercial and documentary film industry has ranged from small archival services for academic institutions such as Yale University, to public service announcements for UCONN. In addition to these assignments, Doug has worked on large, national projects for major corporations such as AT&T, Make-A-Wish Foundation, Coke, PepsiCo, and Canon Copiers. Doug's television commercial marketing campaign for Bayada Nurses is considered the campaign that launched Bayada Nursing's expansion and growth into the national company it is today.

Doug was instrumental in the development of the State of Connecticut's current film tax legislation. He initiated the present incentives as Chairman from 1995 through 2003 that attracted more than \$1.7 billion in state revenue through television and film production to the state.

Doug's extensive background in television, film and animation provide a strong foundation to Black Ink's visual services and Doug is working to build those services out to provide our client's the highest quality in both production and client relations.



Basem Hassan - M.Ed. Arts & Education, MFA New Media & Photography, BFA Communication Design
Position: Multicultural Specialist/Creative Director
BasemHassan@blackinkcreativepartners.com

Basem joined Black Ink Creative partners in 2017 and serves as Creative Director overseeing visual communications, marketing communications media, and content design for both business and government facing projects. With more than 10 years as an associate professor of design in higher education, Basem helps develop our designer's skill and creative base through positive reinforcement and guidance. He understands the relevance of the cultural landscape on the consumer, and how the market is influenced by imagery and typography and the long-standing relationship between consumer habits and market trends through visual messaging.

Having worked for various entities such as the Guggenheim, YouTube, The Earth Day Foundation and U.S. Census, Basem's forward thinking methodology provides the foundation for the implementation and development of our multicultural, multilingual design service which has added Spanish, Arabic, Portuguese and Japanese to our business model. Basem is an expert in defining what is significant to various cultures in both their original styles and in their westernized version, and able to develop the messaging that best conveys the visual message to the target audience.

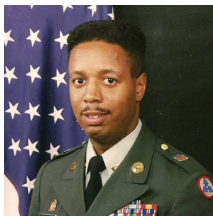


Rita Allen - AFA Fashion Design and Marketing, Certified IT and Network Security Specialist
Position: Data Coordination Director
RitaAllen@blackinkcreativepartners.com

Rita joined Black Ink in 2018 in a support role to help the company review and manage various bid opportunities. However, her job responsibilities soon expanded into a research and analytics role that has helped to improve our target market verticals and gain valuable data on our client projects.

Rita brings to the company more than a decade of technical knowledge and expertise which provides a greater skillset in data gathering, analysis, dissemination and development of information. Her skills also help us develop not just our own, but our client's target markets. This influences the process of developing the visual message, call to action and data to understand client and consumer behavior under current media and message trends. Her professional experience with various companies such as Ernst & Young, Comcast, and AT&T have helped to develop her sense of understanding of consumer behavior in a technologically driven and influenced market.

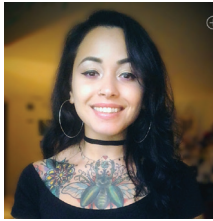
In addition to Rita's extensive technological background, she has a creative background in fashion design and fashion marketing, & fine arts which provides a creative foundation and connection to visual communication and integrated marketing.



Brian Davis - Airforce/Army Disabled
Position: Director of Business Development
BDavis@blackinkcreativepartners.com

Brian is a U.S. Army Veteran who has been working in event management and procurements for more than 20 years. He joined Black ink 2019 to manage our business relationships with both private and public sector. Brian's expertise in event logistics is an asset to Black Ink and our clients who's projects may require event coordination.

In his primary role as Director of Business Development, Brian brings both his career military discipline and years of experience in managing brand mission and brand events for the Motion Picture Association of America (MPAA). Brian is an expert at navigating the sometimes complicated networks of administration and maintaining relationships effectively with our current and potential clients. He understands the value of both the simple things and addressing complicated concerns with tact and detail, and never falling short of client and customer services.



Juliana Rodre - AAS Graphic Design, Adobe Certified Professional
Position: Production Assistant
JulianaRodre@blackinkcreativepartners.com

Certified Adobe CC Specialist
Member 2014 - Present

Juliana joined Black Ink in 2017 as a freelance designer, but now holds the position of Production Assistant, assisting management in the refinement of designs both for clients and the company. She has held positions in the company as a graphic designer, social media content developer, UX/UI designer, photography, artist, and logo designer proving her skillset and understanding of the roles she has held.

Juliana is a certified Adobe Creative Cloud designer, having certifications in the core products of the creative suite which allows for a more effective and efficient design process. She has applied her skills to companies such as Alpha Graphics, Minuteman Press, Atlantic Highlands High School.



Erich Drazen - BFA - Photography, AAS - Graphic Design
Position: Sr. Photographer/Graphic Designer
Erichdrazen@blackinkcreativepartners.com

PPA - Professional Photographers of America
Member 2000 - Present

Erich has been with Black Ink for 4 years and has been building our stock photo library in fashion, glam and product photography. Erich also holds a degree in graphic design with concentrations on product advertising and sequential storyboarding. His skills in both photography and design are an asset to many of our projects.

Erich operated his own photography studio for more than a decade before deciding to go back to school and obtain his associates in graphic design, adding to his well established skillset. His work has appeared in many of our client's advertising and design products as well as across the web, in hotels, fashion magazines and many photography exhibitions and shows.



Core Team

Jack Linkin - Photographer/Video Editor, Graphic Designer

AFA - Graphic Design with concentration in Photography (BFA in Progress)

Jack joined Black Ink 2 years ago and is presently pursuing his BA in graphic design. Jack has been a valuable asset to the company with his extensive skills in photography & video editing which we believe rival some of the most seasoned professionals. His work has appeared in advertising and social media for businesses throughout Northern NJ including Starbucks, Brookdale Community College, Red Light Coffee, City of Manchester Connecticut, Yale University and more.

Shawn B. Mack - Typographer/Graphic Designer/Muralist

BFA Graphic Design, AFA Photography

Shawn joined Black Ink in 2017 as a muralist but has since extended his expertise into our experiential design & graphic design services. Shawn has a strong understanding of visual brand development and has developed branding elements for Pure Foods, AMI Records, Marshall Amplification U.S. and Bang Style Products. He and his brother ran a successful mural and sign company for more than 10 years before splitting up to pursue branding and design. His brother is an active contributor to Art Basel in which Shawn participates annually.

Emily Weiss - Graphic Designer/Fine Artist

AFA - Studio Arts, AAS Graphic Design, Bachelors Liberal Arts

Emily has been with Black Ink for 4 years and provided her skills in developing promotional posters for clients such as John's Crossing, infographics for Isothermal Community College and other marketing collateral for various projects. She is an invaluable asset to the company as she continues to develop her skills and expertise.

Travis Radcliffe - Fine Artist/Muralist

BFA Studio Arts

Travis joined Black Ink in 2019 as a muralist for our large public art and experiential design projects. Through his decade of teaching art, Travis brings high levels of attention to detail on our experiential design, mural/signage and public art projects.

Mike Tucker - Illustrator/Graphic Designer

AFA Graphic Design, BFA Graphic Design (In Progress)

Mike joined Black Ink in 2019 as an intern and has earned a position on staff. His understanding of culture and cultural diversity and translating these assets into visual messaging is rare for someone his age. We value his skills and understanding and see his exponential potential as a high value employee. Mike also is also fluent in Japanese and specializes in the Japanese culture and style.





Matt Nash - Videographer/Editor

AAS Graphic Design, AAS Film Production

Matt works for various video production companies in the New York and New Jersey area with the majority of his camera, editing and film work done for NJ 12 News. Matt has been with Black Ink for 2 years as a camera operator and editor working on contracts with Mr. McAward for Yale University.

Elizabeth Rodriguez - Illustration/Animation

BFA Animation

Ms. Rodriguez is a fine artist, illustrator and animator. She currently is representing Black Ink Creative Partners LLC in Southern California helping to develop our market presence in the region. She is a self published graphic novelist, seasoned fine arts instructor and has developed our Spanish translation for design. As an animator she develops motion graphics, 3D animation and full animations and is helping to build our motion services.

Dan Young - Animator

AAS Animation

Daniel has been animating for more than 10 years both 3D and 2D animation and has mastered several software sources to accomplish the projects he is assigned. His work can be seen in video game marketing, film credits, bumpers, and animated logos for several small companies throughout the Northeast. He joined Black Ink 3 years ago and has been working on assignments for many of our clients.

Connor Wean - Illustrator/Story Board Artist

AFA - Studio Arts, AFA Graphic Design

Connor joined Black Ink in 2017 as an intern and was offered a position as a story board artist after completing his internship. He is an exceptional creative thinker and can visually render spoken ideas into a cohesive sequential story. Connor supports our branding, animation, video and experiential design.

Brenton Birr - Web Development

BS - Computer Science, AA Business Administration

Brenton joined Black Ink at the end of 2019 and began working with the company January 1 2020. His 20 years of web development has allowed Brenton to not only see the trends first hand, but be a direct part of the creation of user interfaces, integration, development and new technologies. Brent's addition to the company improves our overall ability to develop a client's vision for their applications and web presence.





Consultants

Frank Ciliotta

Structural and Construction Consultant for experiential design, set design & OSHA regulation site safety. Frank has more than 30 years in commercial and retail construction having overseen high profile projects throughout the East Coast and Puerto Rico for companies such as Tommy Hilfger, CVS Pharmacy, Wallgreens, Toys R. Us, Liberty Condominiums, Simon Properties. He is a valuable asset in helping to develop our client's retail brand experience & our experiential design services.

Trent Welcome

Interior and Architectural Design Consultant

Trent's 20 years of experiences as a professional interior and architectural educator and designer are an invaluable asset to the Black Ink's brand design and experiential design services. Having worked on team projects for the Smithsonian Institute, NASA, The Trump International Golf Club, Trent provides the company with a highly detailed and driven focus in the development of engaging and provocative experiential design.

Tom Mazzetti

Tom is a master carpenter and furniture designer who has been working with wood for more than a decade, developing artistic designs from the natural material. Tom joined Black Ink as a consultant in 2019 due to our interest in adopting the natural material as part of our design services. He has been designing & repairing both high quality residential pieces for The NJ Historic Society, private clients, and commercial retailers as well as commercial, museum quality, artistic pieces for both public education and public art.

Sub-Contractors

The Design Group

Professional fabricators and designers for experiential design. DG has a complete fabrication system that allows for the development of custom pieces for trade shows, sets, signage, and scale models. TDG has been providing fabrication services for not only small business but for the National Parks Services, and the museum system throughout the state of Georgia including the Albany Museum of Art, Bartow History Museum and Georgia Natural History Museum.

TechnoMetrica

A data research and analysis firm, they provide deep dive analytics, focus group and real time data gathering for projects, businesses, agencies, industry, higher education and municipalities across the country. TechnoMetrica has been provided data research and development services for various new organizations, including Fox News, CNN, NPR and Bloomberg as well as has been providing services to the NJ/NY Department of Transportation, NJ Transit, and data for campaign organizations for the last three presidential elections

WinRock Productions

WinRock is a full service video production company under the GSA Schedule. We partnered with WinRock because of their vast experience and technical resources in video production for federal agencies. WinRock has developed various productions for U.S. Army, National Guard, Environmental Protection Agency, & NOAA.





Media Partners

NJ Advanced Media

NJ Advance Media is a data-driven marketing channel and distribution agency and the #1 provider of local news in New Jersey. A modern, dynamic media company that delivers timely news, sports and entertainment across all platforms and devices. Engagement millions of people through quality journalism on NJ.com, lehighvalleylive.com, social channels and in newsletters and print publications, including The Star-Ledger and other daily and weekly newspapers positions NJ Advanced Media as a highly competitive, result driven provider of content deployment. This data driven, highly visible outlet provides an optimum reach throughout the state of NJ, the Manhattan and Philadelphia markets and provides a unsurpassed data on advertising that is deployed through there system.

Inspiria Outdoor

Inspiria Outdoor is singularly focused on Outdoor Advertising. Their primary objective is to substantially increase a company's brand recognition and exposure through strategic outdoor advertising placements. Guiding their clients and agency partners in providing the best outdoor media mix available to meet their budgets and strategic goals anywhere in the country. From airports, buses, rail, taxis, or specialty media to billboards, subways and including access to major locations such as Times Square, Inspiria is a fully equipped outdoor advertising partner.

Software & Hardware

We are equipped with various hardware ranging from computers, cameras, to printers and various associated peripherals to meet various project needs. In addition we are a fully equipped art studio for production of analog work. We are also up-to-date in production software to meet various projects. Below is a sampling of some hardware and our complete software compliment.

Software

Adobe Creative Cloud

- Illustrator (Vector Based Design, Typography, Digital Illustration, Graphic Design)
- Photoshop (Photo processing, Photo manipulation, Graphic Design, Digital Illustration)
- Lightroom (Photo processing)
- InDesign (Prepress, Layout, Publication Design)
- XD (User Experience/Interface, App, Web Design Prototyping)
- Dimensions (Visual Environment Mock-up)
- Muse (Adaptive Web Design)
- Dreamweaver (Web Design)
- Premiere Pro (Video Editing)
- After Effects (Animation, Motion Graphics)
- Adobe DC (PDF Development)

Operating Systems

- Microsoft Windows 10
- Apple OSX
- Linux Ubuntu
- Android (mobile)

Affinity Production Software

- Design (Vector Based Design, Typography, Digital Illustration, Graphic Design)
- Photo (Photo processing, Photo manipulation, Graphic Design, Digital Illustration)
- Publisher (Prepress, Layout, Publication Design)

Trimble Inc.

- Sketch-up (3D Design)

InVisionApp

- InVision Studio (UX/UI, App, Web Design)

Autodesk

- Maya (3D Animation)

Hardware

Printers

- Canon Pro 100
- Epson WorkForce 610
- Epson Stylus Pro 4880
- HP Laserjet 500 Pro
- HP Laserjet 600 M601
- HP Designjet T1700
- Graphtec CE 6000 (Cutter/Plotter)
- HP CP152nw

Lenses

- Rokinon 12mm f/2
- Sony 16-50 f/3.5-5.6
- Sony 18-105 f/4
- Sony 24-70 f/2.8
- Sony 70-200 f/4
- Sony 85 f/1.4
- Rokinon 100 f/2.8 macro
- Canon L 24-70mm f/2.8
- Canon L 70-200mm f/2.8
- Canon L 16-35mm f/2.8
- Canon L 50mm f/1.2
- Nikon 18-55 f/3.5-5.6
- Nikon 55-200 f/4-5.6
- Nikon 35mm f/1.8
- Tokina 11-16mm f/2.8

Computers

- 2011 MacBook Pro
- 2015 Imac
- 2014 MacBook Pro
- 2014 Mac Mini
- 2014 i Mac
- Linux Custom Built
- 2016 Dell Inspiron
- 2018 Elipsis
- 2015 MacBook Pro
- 2018 Macbook Pro
- Dell Desktop
- Custom built Linux

Cameras

- Canon 5d Mark 4
- Canon T5i
- Nikon d7100
- Canon 5D
- Canon 6D
- Sony A7Rii (full frame)
- Sony a6300
- Canon Rebel 2000 35mm Film
- Hero GoPro Hero 4k
- Hero GoPro Hero Black
- Dji Phantom 2 (4Prop) Drone

Fully Equiped Art Studio

Compressors/Sprayers

- Iwata 1/8 hp Studio Series
- Craftsman 2hp 3 Gal.
- Iwata Eclipse C (Airbrush) (x2)
- Thayer & Chandler CH: GAGO (Airbrush)
- Pasche Type H (Airbrush)
- Pasche Type E (Airbrush)
- Ingersoll Rand 200g Small Sprayer
- Ingersoll Rand 400g Medium Sprayer

Misc.

- N Vision 720 DPI Projector
- N Vision 1080 DPI Projector
- Various Analog Tools
- Various Stands

Heat Presses

Cutters

Consumable Media

**Additional equipment listings available upon request*





Diversity Policy

The hiring and employment policy of Black Ink Creative Partners LLC does not consider, race, religion, ethnic origin, gender, sexual preference, political affiliations, or economic background, as determining factors in the hiring or contracting of any skilled and qualified persons. We encourage all qualified persons to apply and/or respond to employment and other opportunities we may offer as temporary or permanent contract basis, full or part time employment, and/or project specific opportunities. We encourage and invite diverse views and beliefs, tradition and ideas within the company and believe the experiences, views, history, and knowledge are value add to the applicant's skills and talent and enrich our cultural expertise as well as the company experience.

Equal Employment Opportunity Statement

It is the policy of Black Ink Creative Partners not to discriminate against any applicant for employment, individual contracting, individual freelancing, or individual subcontracting, or any existing employee, freelancer, contractor or subcontractor because of age, race, sex, disability, national origin, religion, or veteran status.

Black Ink Creative Partners will take affirmative action to ensure the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, individual contracting and subcontracting, and working conditions.

Black Ink Creative Partners will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is Company policy and all employment decisions are based on individual merits, skill, and demonstration of the ability to meet the requirements of the position or contract via skills, training and ability set forth for the position, project applied, contract and/or the subcontract.

It is the policy of Black Ink Creative Partners to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees, freelancers, and contractors are assigned to work.

It is the policy of Black Ink Creative Partners to defend the rights of all employees, freelancers, contractors and subcontractors from harassment, intimidation, coercion and discrimination, on contracts, job sites and facilities for which they are assigned to work.

Any violation of the policy should be immediately reported to your supervisor or managing partner.

Federal EEOC contact information:
<https://www.eeoc.gov/contact/index.cfm> 1-800-669-4000