

# Wolf Heart Industries Company Policies

## Policy 1.

### Contractor Employment Eligibility and Requirements

#### **1.1 Geographical Location & Timezone Restrictions**

Potential recruits must be able to work accordingly to all United States Time Zones. Wolf Heart Industries exclusively recruits in the U.S. and Canada. We are not actively contracting from other countries.

#### **1.2 Contractor Moniker Requirements**

Custom nicknames are permitted, but must be the same on TeamSpeak, Arma 3, and fit in with the following prerequisites:

**1.2A)** No numbers at the end of the moniker.

**1.2B)** No ridiculous combinations of words. E.G.: "SwagLordMan"

**1.2C)** No self promotion of services, including YouTube, Twitch Streams, or other broadcasts.

**1.2D)** Usernames may not be a rank or job. E.G. "Pvt. Private"

**1.2E)** First letter must be capitalized.

#### **1.3 Cross-Contracting**

Contractors seeking employment at other companies or in other Arma 3 groups may do so at their own discretion, as long as it does not interfere with their obligations to Wolf Heart Industries.

#### **1.4 Activity Upon Enlistment**

After employment, Contractor's must attend an event within 7 days or submit an LOA explaining their absence in the form of a message to a Team Coordinator. Contractors who do not submit themselves for duty within the allotted time will be put on probation or discharged pending T.C. review.

## Policy 2.

### Company Mandates

#### **2.1 Names & Call Signs**

Contractor call signs need to be short and easily pronounceable. No profanity is accepted in call signs. Wolf Heart Industries Policy dictates that all members do not wear identifying tags of any kind.

#### **2.2 Uniforms**

All uniforms are selected by the Team Coordinators. No changes may be made to uniforms without clearance from company representatives. All Wolf Heart contractors must look uniform in order to maintain unit cohesion and prevent and FF's in combat. Several selections of camouflage are available for purchase per Team Coordinator approval.

#### **2.3 Custom Faces**

Custom faces and face paints are accepted, but must be limited resolution images in order to load properly on the server and not lag other contractors. No silly faces or anything unbelievable.

#### **2.4 Regarding Friendly Fire Incidents**

Recurring accidental friendly fire will result in restriction of weapon usage, mandatory use of weapon safety, and mandatory re-training. Continuous friendly fire incidents beyond these remedial actions will result in the termination of the contractors affiliation with Wolf Heart Industries. Negligent friendly fire incidents will be (atoned) by billing the offending member's account all costs of medical and loss of the victim's assets. Intentional friendly fire incidents will result in a fine and subject the offending contractor to imprisonment in the company detention center with term length and fine cost to be determined by a Team Coordinator.

#### **2.5 Promotion Policy**

Our promotion policy is based off of individual combat and overall unit performance. Kills will not get you rank, however confirmed enemy KIA's will result in a pay-boost. Often times, Team Coordinators will recognize contractors for acts of valor or out of combat cordiality and recommend them for a promotion or monetary award.

# Policy 3.

## W.H.I. Business Etiquette

### **3.1 Chat Moderation**

While under employment for Wolf Heart Industries you must conduct yourself in correlation with Wolf Heart Industries Policy (W.H.I.P) at all times. Keep in-game chat completely clear of all religious, ethnic, or political debates and topics. Racism is not accepted at any time in any form.

### **3.2 Respect**

Respect fellow contractors and Team Coordinators. Failure to comply with this policy will result in disciplinary action up to termination of contract.

### **3.3 Radio/Communication Silence**

Contractors should remain silent when told to by a Team Coordinator. T.C.s need silence in order to clarify team movements and objective information.

### **3.4 In-Game Text Chat**

Keep the in-game chat clear 100% of the time. Under no circumstances should you use in-game chat or a third party chat program (including Steam, TeamSpeak) to communicate with any member of your team during operations (unless you are a JIP.)

### **3.5 Join In Progress (JIP)**

Joining a contracting operation more than 15 minutes late will require the contractor to message a Team Coordinator and inform them they are in-game, upon which the Team Coordinator will instruct the contractor on how to reinforce off-base deployed units.

**- Failure to obey any of these policies defined within this document will result in the contractor's employment being subject to review.**