



**Theseus Incorporated
Code of Conduct**

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Theseus Incorporated

Theseus was founded on the 6th of June 2015 by the Board of Directors (BoD).

The BoD consists of:

- Rory Guldentops (Founder)
- Cory Larose (Founder)
- John James (Founder)
- Krestoffer Kresky
- Kelly Gingras
- David Andersen (Founder - LOA)

Theseus Inc. serves as a private military company that provides security services for government and commercial clients.

This document outlines the expectations of a contractor and any additional information they might need. It can be most referred to as the PMC version of a “Standing Orders” military document.

The Code of Conduct document has been approved by all BoD members and is in effect at all times.

Social Conduct

Introduction

Theseus aims to provide an immersive private military experience for all personnel. The goal is to provide the experience for the personnel as in depth and complete as possible. However this can only be achieved by the implementation of rules to support the immersion.

General social behavior

The following rules are considered known by all personnel:

- You are an approachable person at any given time.
- You do not make any racist remarks to other personnel.
- You do not discriminate any personnel.
- You respect other personnel's real-life privacy.
- You are mature when the context requires you to be.

The above rules are enforced in any context regarding Theseus. Ignoring or neglecting the general social behavior will result in a temporary or definitive ban.

In game behavior

- Your ingame behavior should be nothing less than immersive and believable. Theseus uses military ranks to display the authority of the member. However we remain on first name basis at all times. It is not required to address senior personnel with either "Sir" or by their rank.
- That being said; respecting the authority the rank has, is enforced. As a subordinate, you take orders from your superiors.
- Your actions are in line with the immersive PMC environment that Theseus provides.
- No chat (global, side, vehicle or squad) unless in absolute emergencies. Game breaking issues and unexpected disconnects are considered emergencies. Chat usage for any other kind of communication is forbidden.
- Weapons are always on the back while being in a Theseus owned FOB.

Sessions

Introduction

Gameplay sessions in Theseus will occur as contracts. A contract can be created or retrieved from a client on the website and always requires at least one senior rank to be present.

Sessions in Theseus can occur in one of two ways:

- **Campaign:**

A time when Theseus is out in the field, under customer contract. Certain Certifications and Licences courses will be unavailable during this period. The following will also be available:

- **Sub Contract**

A contract provided during the week by a local client. Available to any contractor willing to dedicate the time to fulfill the terms of the contract.

- **Operations Contract**

An all-hands contract executed on force level.

- **Training:**

A time when Theseus is at home base, under no customer contract. All Certifications and Licences courses will be available during this period. No hazard pay for this time period. The following will also be available:

- **Fundamental training**

A training session on the “Olympus Training Grounds” covering a large variety of training exercises.

- **Joint training**

A training event in order to practice unfamiliar concepts between contracts. To be held exclusively at training base.

Payment

As a contractor in Theseus you are paid individually. Every contract that you perform in, you will be paid per hour depending on the type and difficulty of the mission. Additional to this, certificates and/or licences add a bonus to your total contract payment.

*****Values are not definitive and can be changed at any time*****

Additional payment / contract Bonus for certificates / licences			Payment / hour Based on type of contract			
		Type	Amount			
C E R T I F I C A T E S		Handgun	\$25		Combat 1	\$200
		Rifle	\$50		Combat 2	\$300
		MG	\$50		Combat 3	\$500
		Marksman	\$50		Combat 4	\$600
		Hand Grenades	\$20		Combat 5	\$700
		Adv. Handgun	\$25		Logistics 1	\$175
		Adv. Rifle	\$50		Logistics 2	\$250
		Adv. MG	\$50		Logistics 3	\$400
		Adv. Marksman	\$50		Logistics 4	\$450
		Grenade Launchers	\$50		Logistics 5	\$600
		Launchers	\$20		Recon 1	\$150
		Medic	\$65		Recon 2	\$250
L I C E N C E S		Combat Engineer	\$40		Recon 3	\$300
		Reconnaissance	\$50		Recon 4	\$650
		Sniper	\$50		Recon 5	\$750
		Transport Pilot	\$65			
		CAS Pilot	\$25			
		Driver	\$15			
		Advanced Driver	\$25			

Equipment & Contraband

- In Theseus, each individual contractor is responsible for his own equipment. When you're initially accepted into the unit, you will receive the sum of \$3000, complimentary of the company. You will also receive two life insurance vouchers for when your base items are lost.
- All items that are available from the armory are considered whitelisted for your current state of training. If you are in possession of items that are not available to you, then those will be categorised as contraband.
- It is your responsibility to make sure you're properly equipped for a/any given contract. If you do not have a primary weapon, you will not deploy. Spend your money wisely.
- The Board of Directors are allowed to inspect personnel and lockers at any given time, when they suspect that the player is in possession of any type of contraband.
- Selling weaponry and items from contractor to contractor is allowed, given that the contractor has a certification / licence to carry said item.
- It is recommended that you always have a spare kit in your possession in case you lose your equipment.

Offences

Offences are actions that Theseus considers to be out of line or simply not allowed. These may result in a disciplinary action. The offences are listed below:

- **Contraband possession**

The possession of contraband is considered an offence. Any items that are not currently whitelisted to you in the armory, or require specialised training prior to use, are considered contraband. Any possession of contraband will result in fine.

- **Looting**

The looting of any kind of enemy weaponry or items is considered a fineable offence. The collection of equipment of deceased friendly players is allowed only through the ACE body bag system. The deceased player will lose his equipment if the body cannot be recovered during that mission.

The looting of enemy weaponry is only allowed when it is required to survive the conflict; however the contractor requires permission from the group-leader to do so. Any unauthorised looting will result in an fine regardless.

- **Equipment malfunction**

When the contractor is incapable of properly equipping himself with his gear, it is considered a fineable offence. This mainly translates in having no primary weapon available and you will not be able to deploy.

- **Ignoring orders / authority**

The contractor is, at any given time, expected to obey a superior's orders and respect their authority. If this is not met, it may result in temporary expellment of the individual from the unit.

- **Intentional friendly fire**

Any intentional friendly fire will result in immediate suspension of actions and being discharged from Theseus.

- **Intentional firing on civilians**

Any intentional fire on civilians will result in immediate suspension of actions and temporary expellment of the individual from the unit.

Disciplinary actions

Disciplinary actions are required to maintain the integrity of the unit. If your behavior is acceptable, you will not have to worry about this. Disciplinary actions are listed below:

- **Fines**

A fine can be considered an administrative disciplinary action. It is a mild way of pointing out your incompetence and is generally not acted upon afterwards. Receiving a fine can occur when a minor incompetence is detected like the possession of contraband. The amount of fines to be paid, can vary.

The Board of Directors can expel a contractor that has received numerous fines on case to case basis.

- **Temporary dismissal**

Temporary dismissal is applied when personnel conducts a semi-serious offence. Some examples of a semi-serious offence would be disobeying of orders and/or intentionally firing at civilians. In any set case, there has to be knowledge of the situation before being expelled.

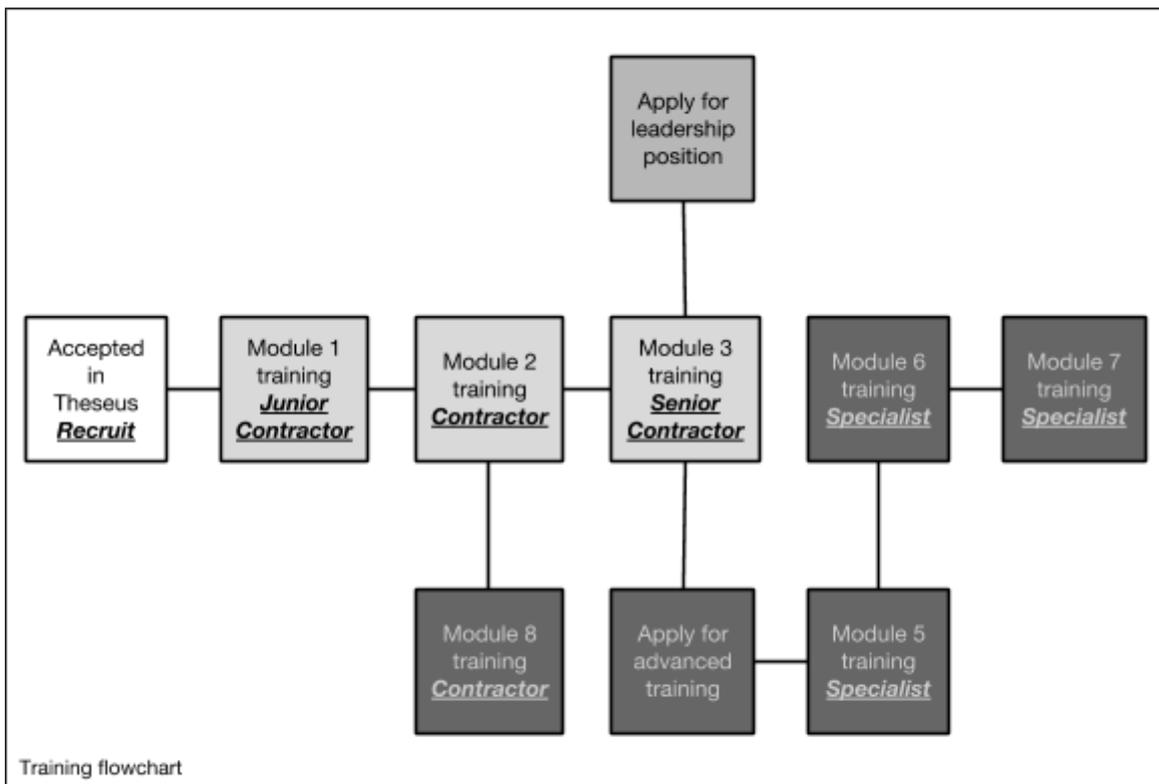
- **Being discharged**

Discharges can only occur when the person has received multiple expellments or has shown an extreme amount of incompetence such as intentional friendly fire. Refusing to participate / inactivity can also result in a definitive ban.

Progression in Theseus

- Progression in Theseus is mostly decided on previously acquired skills. If you have experience (in Arma 3) from a previous military unit or PMC, you will spend less time in basic training. However a proof of skill is required on the training grounds.

Below is a flowchart of the training possibilities with their minimum required rank within Theseus.



- The modules are defined under the “Olympus” section in this document.
- The recruit must participate in at least two Operation Contracts before being promoted to Private. After that he is allowed to complete Module 1 training. He can attend any sessions nonetheless.

Certifications and Licences

In Theseus all advantages must be earned and or paid for. Certifications and Licences allow you to gain access to new weapons, items, and training. Some are freely completable on Olympus, others have to paid for.

- **Certifications**

- Certifications are awarded by Theseus when a contractor completes a part of training. They have to be acquired to be allowed to operate certain weapons and equipment. They also serve as a prerequisite to acquire licences for specialised training and roles.
- Certifications in general are only valid for a certain period of time, before needing to be renewed.

- **Licences**

- Access to specialized roles and equipment is made available by licences for the rank Corporal and above. As noted above, there are certain prerequisite certifications for licence eligibility.
- After purchasing a request to obtain a licence, your name will be placed on a waitlist for the next available course. This fee is non-refundable and will be paid by the contractor seeking enrichment.
- Instruction and testing will be conducted by Theseus personnel and is Pass/Fail. The appropriate licence will be awarded upon successful completion of the course. Failure will require another attempt at the course after a waiting period.
- Licence courses are only available between contracts and are conducted on Olympus.
- Some licences are only valid for a certain period of time.

Both certificates and licences have to be renewed in order to maintain the benefits, after the given validity period. This can be done on the field, by usage of applicable assets or by completing the training or course again. All certificates and licences may also be handed out by the BoD based on merit.

Below are tables of all Certifications and Licences with their prices and prerequisites (shadowed ones are not yet available):

Type	Price	Prerequisites	Minimum Rank	Time Valid	Acquirable Location
CERTIFICATES					
Basic Handgun	free	none	JC	90 d	Pistol/SMG range
Basic Rifle	free	none	JC	90 d	Rifle range
Basic Machine Gun	free	none	C	90 d	Machine Gun range
Basic Marksman	free	none	C	90 d	Marksman range
Hand Grenades	free	none	JC	90 d	Grenade course
Launchers	free	Hand Grenades	JC	90 d	Launcher range
Grenade Launchers	free	Hand Grenades	SC	90 d	Grenade Launcher range
Adv. Handgun	free	Basic Handgun	C	60 d	Killhouse 1
Adv. Rifle	free	Basic Rifle	C	60 d	Adv. Rifle course
Adv. Machine Gun	free	Basic Machine Gun	SC	60 d	N/A
Adv. Marksman	free	Basic Marksman	SC	60 d	N/A
LICENCES					
Medical	\$1500	none	C	120 d	Medic training
Combat Engineer	\$2500	Hand Grenades, Grenade Launchers	C	60 d	Combat Engineer training
Recon	\$TBA	none	SC	60 d	Field training
Sniper	\$TBA	Recon, Adv. Marksman	SC	60 d	Field training
Transport Pilot	\$1500	none	C	180 d	Field training
CAS Pilot	\$500	Transport Pilot	C	90 d	Field training
Personal Driving	\$150	none	C	60 d	Driving course
Transport Driving	\$300	Personal Driving	SC	60 d	Driving course

Olympus

Olympus is the codename of the Theseus training facilities. This training environment offers a large variety of automated and dynamic training. Certificates and some licences can be earned automatically on completion of a specific course.

Modular Training

Theseus utilises a custom created training doctrine based off military documentation, re-optimised for the Arma 3 platform.

Training is divided into Modules. Each module represents a certain stage of training. Training up to module 3 is necessary to be completed. All other modules are optional. Progression is based on your own efforts.

Below is a table of all modules and their corresponding requirements:

Module	Description	Required rank	Required to complete
Module 1	Initiation Training	JC	yes
Module 2	Contractor Training	JC	yes
Module 3	Senior Contractor Training	C	no
Module 4	Medical Licence	C	no
Module 5	Combat Engineer Licence	C	no
Module 6	Recon/Infiltration Licence	SC	no
Module 7	Sniper Licence	SC	no
Module 8	Pilot Training	C	no

Ranks and Titles

Ranks

Theseus uses ranks primarily to display the player's current training status and their seniority/authority amongst contractors. However they are not displayed in game. Below are the utilised ranks with their abbreviation and role specification.

Rank	Abbr.	Role specification
Recruit	R	New candidate on a 2 week/contracts trial period
Junior Contractor	JC	Contractor in training
Contractor	C	Trained contractor
Senior Contractor	SC	Contractor with leadership training
Staff	S	Board of Directors personnel

Titles

Titles are roles that are given to personnel for purposes outside of Arma 3. They mostly represent roles for certain logistical tasks and leading on a higher scale. The current titles are displayed below, however new titles will be added if deemed necessary.

Title	Abbr.	Titleholder	Title description
President	PRES	Rory Guldentops	In charge of the force
Vice President	VP	/	Second in charge of the force
Director of Security	DS	Krestoffer Kresky	In charge of Ares (Ground)
Director of Aviation	DA	John James	In charge of Helios (Aviation)
Director of Operations	DO	Kelly Gingras	In charge of Operations (Contracts)
Director of Finance	DF	/	In charge of Finances and Logistics
Technical Director	TD	John James	In charge of technical development
Creative Director	CD	Cory Larose (LOA)	In charge of art development

