The Djere Services Group Principle Ethics Document

Revision 9 (2023 June 06)

Djere Services Group

The Djere Services Group Principle Ethics Document (Revision 9, 2023 June 06)

Abstract

The Djere Services Group's **Principle Ethics Document** is our foundational document that outlines our business design and core principles. To ensure its immutability, this document **MUST** be stored using a decentralized blockchain technology that is not controlled, and can never be controlled, by Djere Services Group. Any changes to the Principle Ethics Document **MUST** be approved by a consensus of at least 95% of our current employees. Every revision of this document **MUST** include a link to the previous revision in both Portable Document Format (.pdf) and the source format (.odt). *Section 1 of the Principle Ethics Document must be read in its entirety at any formal Djere Services Group meeting attended by two or more Djere Services Group employees. The most senior employee present capable of reading Section 1 will read it (this includes virtual meetings).*

A. Link to previous revision (.pdf):

https://djere.mypinata.cloud/ipfs/QmTxowrQhbgu2GN25dfkHEjN1L2KQTD7Sft4UiMBC9QcN4

B. Link to previous revision (source files):

https://djere.mypinata.cloud/ipfs/Qmc98ARCyz68nxU3cSH9yXKziNBgP57sAfFwNY7vWNHT3a?preview=1

Table of Contents

Section 1: The Social Contract between Djere Services Group and its Employees

1. The mental, physical, and spiritual well-being of our employees **MUST ALWAYS** come before profits.

2. All employees **MUST** be treated with dignity and respect at all times, and they **MUST** be paid a wage that is a true reflection of their **INHERENT** value as human beings.

3. Excessive stress and chronic stress **MUST** be avoided at all costs. If more employees are needed, then more employees **MUST** be hired.

4. A **"slavery mentality"** MUST be avoided AT ALL COSTS. **Definition of a slavery mentality:**
   elites at the top of the company benefit from the highest pay and the least amount of stress,
   while workers at the bottom of the company do almost all of the work, suffer almost all of the
   stress, and receive almost none of the pay.

5. Djere Service Group's promotion process **MUST** incorporate randomization to ensure diversity at all levels of the company.

6. At least 10% of our profits **MUST** go to good causes voted on by employees, and we **MUST** promote goodwill by doing good deeds that benefit society.

7. 20% of profits **MUST** go back to employees as Profit Sharing, and an additional 20% **MUST** go to a long-term savings plan to help the company weather economic storms.

8. Life is more important than work, and we **MUST** offer a <u>three 12-hour workdays</u> schedule that includes 1 paid hour of Health & Wellness Time for every 11 hours worked.

9. Every employee **MUST** receive a free copy of "The Open Organization: Igniting Passion and Performance" by Jim Whitehurst, and every employee **MUST** be encouraged to push back if we deviate from our principles, or from the principles espoused in "The Open Organization".

10. We **SHOULD** avoid using abbreviations as much as possible to maintain the original meaning of words and phrases. If an abbreviation is used in writing, then the whole phrase **SHOULD** appear somewhere in the same paragraph for easy reference. Key Djere Services Group terms such as "Health & Wellness Time" **MUST <u>NEVER</u>** be abbreviated.

Section 2: The Structure and Philosophy of Djere Services Group

Djere Services Group is composed of eight employee levels, as shown in Figure 1 below. The company's structure is designed to encourage employees to develop their skills, gain new experiences, and build professional relationships with other employees. This philosophy is reflected in the **Employee Mixing Program**, which randomly assigns employees to work in different departments of the company, enabling them to learn as much as possible and teach others. The company's administrative assistants will be selected from Level 0 employees, and no external administrative assistants will be hired, encouraging the company to automate administrative tasks and provide opportunities for Level 0 employees to interact with higher-level employees. Djere Services Group will continuously empower all employees to contribute to improving the Employee Mixing Program.

The company's top-level is **Level 7,** which will consist of only one employee, the Chief Ethics Officer. **Level 6** will be the Chief Computer Scientist who will report directly to the Chief Ethics Officer and will act as the equivalent of the Chief Executive Officer in other organizations. **Level 5** will consist of four employees, each of whom will report directly to the Chief Computer Scientist, including the Chief Blockchain Computer Scientist, Chief Cloud Computing Computer Scientist, Chief GNU/Linux Computer Scientist, and Chief Computer Programming Computer Scientist. Level 4 will consist of the employees who report to the Level 5 employees, with four employees reporting to each of the four Chief Computer Scientists.

Level 3 employees will report to the Level 4 employees and will be supervised by a Level 4 employee of the same discipline, such as Blockchain, Cloud Computing, GNU/Linux, or Computer Programming. Each Level 4 employee will supervise four Level 3 employees of the same discipline. **Level 2** will consist of employees who report to the Level 3 employees, with each Level 3 employee supervising four Level 2 employees of the same discipline. **Level 1** employees will report to the Level 2 employees, with each Level 2 employee supervising four Level 1 employees of the same discipline. **Level 0** will consist of employees who report to the Level 1 employees, with each Level 1 employee supervising four Level 0 employees of the same discipline.

The salary at each level will be fixed, with every member of a particular level receiving the same pay. The pay at one level will be exactly 1.25 times the pay at the level directly below it, and the salary at all levels must be at least 50% higher than the applicable state and federal minimum wage levels. If any one employee of Djere Services Group receives a pay raise, then every employee of the company must get the exact same percentage pay raise.

To select administrative assistants, a random computerized lottery must be used to choose Level 0 employees. A Level 0 employee can do no more than one Administrative Assistant Duty Assignment per four-year period, although they can be assigned an unlimited number of Employee Mixing Assignments via the Employee Mixing Program, which chooses employees completely randomly. No prior administrative assistance experience is required for the Temporary Administrative Assistant position, and each Temporary Administrative Assistant will be trained by the person they are assisting.

Djere Services Group will be limited to a total of **5,462 employees**, with Level 0 limited to 4,096 employees, Level 1 limited to 1,024 employees, Level 2 limited to 256 employees, Level 3 limited to 64 employees, Level 4 limited to 16 employees, Level 5 limited to 4 employees, Level 6 limited to 1 employee, and Level 7 limited to 1 employee.

Figure 1: The Employee Structure of Djere Services Group

7	Chief Ethics Officer						
6	Chief Computer Scientist					**SUM:**	**5462**
5	Chief Blockchain Computer Scientist	Chief Cloud Computing Computer Scientist	Chief GNU/Linux Computer Scientist	Chief Computer Programming Computer Scientist			
4	4 Blockchain Employees	4 Cloud Computing Employees	4 GNU/Linux Employees	4 Computer Programming Employees			
3	16 Blockchain Employees	16 Cloud Computing Employees	16 GNU/Linux Employees	16 Computer Programming Employees			
2	64 Blockchain Employees	64 Cloud Computing Employees	64 GNU/Linux Employees	64 Computer Programming Employees			
1	256 Blockchain Employees	256 Cloud Computing Employees	256 GNU/Linux Employees	256 Computer Programming Employees			
0	1024 Blockchain Employees	1024 Cloud Computing Employees	1024 GNU/Linux Employees	1024 Computer Programming Employees			

Section 3: Evaluations and Promotions

The lack of diversity at the top of organizations is a global problem that requires a more transparent, objective, and fair promotion process. We propose a unique approach to address the issue of subjective evaluations in the promotion process: using random lotteries to select prospects for promotion from one level to the next. However, the implementation of this system requires well-documented and widely available objective knowledge standards for each level of the organization. The objective knowledge standards would be codified in the Objective Standards Document for each level. The Objective Standards Document for each level would outline what is required for an employee to function at that level and would prepare every employee of the company for eventually becoming the Chief Executive Officer of the company. Ethics would be at the forefront of the objective standards, and the ethical guidelines would be quite comprehensive. This would help ingrain proper ethical thinking in employees from the very beginning of their careers within the organization.

In addition, the Objective Standards Documents would be generated openly and transparently, with ample time for feedback from everyone within the organization. This approach would ensure that the standards are perceived as fair and would give employees a meaningful part to play in the approval process, boosting morale. Once the Objective Standards Documents are established, the next step is to randomly select promotion candidates from the pool of eligible employees. The prospective candidates would be required to pass objective examinations in eight areas, as outlined in the Objective Standards Documents. To prevent the promotion of individuals who are good test takers but not suitable for the higher-level position, the organization would use a peer review process.

The peer review process would be perpetual, with every person in the organization participating. At the end of each day, each person in the organization would rate several of the people they encountered throughout the day. The identity of the person conducting the peer review on a particular individual would remain anonymous to that individual and everyone else in the organization. This system would mitigate human biases and give everyone in the organization an incentive to be on their best behavior at all times.

Finally, if a candidate passes the objective examinations, their Peer Review Factors are evaluated to determine whether they are suitable for promotion. This approach ensures that the promotion process is fair, transparent, and objective, and it gives employees a clear understanding of where they need to improve to maximize their chances of being promoted. The random lottery process is described in much more detail here:

https://ipfs.io/ipfs/QmVx7hiHSMr6dpPWRJLK3Pyj5h4fgS5GuVhEZX1Yf7XG9W

Section 4: Managing Growth Through Peer Companies

As Djere Services Group approaches its limit of 5,462 employees, it will utilize a unique strategy for managing growth: launching Peer Companies run by current employees. This strategy will allow the company to expand without sacrificing the culture and values that have made it successful. When a Djere Services Group employee proposes a Peer Company, they must present a formal proposal that can be voted on by all current employees of Djere Services Group. If at least 75% of the employees vote "Yes" to the proposal, then Djere Services Group will fund the new business, and it will become the preferred source of its provided service to Djere Services Group. For example, if LaShawn proposes to start a car company that incorporates the technology built by Djere Services Group, and her proposal is approved, her new company will become the preferred supplier of cars, trucks, and other automobiles to Djere Services Group.

To avoid competition between Peer Companies, each Djere Services Peer Company must do business in a different discipline. For instance, if LaShawn starts a car company, no other Djere Services Group employee would be allowed to start a car Peer Company, unless LaShawn's car company fails. However, another employee could start a tire company, which would be the preferred manufacturer of tires for LaShawn's automobiles, which would then be purchased by Djere Services Group. All Djere Services Group Peer Companies must operate according to the Djere Services Group Principle Ethics Document. Any changes must maintain the spirit of the original document, and changing the titles of Level 6 and Level 5 employees is allowed. A Peer Company can change its Principle Ethics Document with the

approval of at least 95% of its current employees. However, Djere Services Group reserves the right to sever ties with a Peer Company if at least 75% of Djere Services Group employees vote to stop doing business with that company.

By utilizing Peer Companies, Djere Services Group can continue to grow and innovate while maintaining its core values and culture. This approach will also empower employees to become entrepreneurs and create new businesses within the Djere Services Group ecosystem, fostering a sense of ownership and dedication to the company's success.

Section 5: General Rules, Decision Making and Prohibitions

1. Djere Services Group is **<u>prohibited</u>** from doing business with any entity deemed unfit by at least 75% of the current employees of Djere Services Group.

2. All employee voting within Djere Services Group **MUST** be done using a decentralized blockchain technology that Djere Services Group does not control and can never control. All employee voting methods **MUST** be fully transparent and must utilize fully audit-able open-source technologies.

3. All computerized promotion exams within Djere Services Group **MUST** be built on fully audit-able open-source technologies and must utilize true randomness introduced from a decentralized blockchain. This minimizes the odds of anyone "gaming" the system.

4. Objective Standards Documents **MUST** be open and transparent, with all Djere Services Group employees able to review and provide feedback. A "Wikipedia-style" platform is recommended for collaborative improvements and changes. Employees can vote on which version of a document is best, with the best ideas always being implemented, regardless of the employee's level.

5. Djere Services Group will initially fill staffing from the top down, starting with Level 6 and going down to Level 0, except for Level 7, which will be filled by the Chief Ethics Officer chosen by the Chief Computer Scientist and approved by 75% of current employees.

6. All Djere Services Group employees will pass an annual Comprehensive Ethics Exam. All Exam Programs, including Promotions, **MUST** be audited by a reputable external firm to ensure their integrity. The auditing **MUST** must be approved by at least 75% of the current Djere employees and confirm that the system is "virtually impossible to compromise."

7. Djere Services Group **MUST** have a Continuous Training Program for all employees, and at least 50% of the Continuing Training **MUST** focus on Ethics. It is highly recommended that Djere Service Group have Training Weeks: 10 weeks spread out throughout the year that focus on Continuous Training.

8. The Chief Ethics Officer will be subject to an annual vote by all current employees of Djere Services Group. If 75% or more vote in favor, the Chief Ethics Officer will retain their position for another year. If less than 75% vote in favor, the Chief Ethics Officer will be permanently relieved of their duties and can never hold the position

again unless approved by at least 95% of current employees. A nominee receiving at least 75% of employee votes will replace the removed Chief Ethics Officer. The nominee can be an employee or external to the company, and selection will occur through a Reddit-Style Voting Process built on open source and fully auditable technology.

9. **Any** Djere Services Group employee can be removed by a quorum of current employees if they are found to have engaged in misconduct. For instance, if an employee is accused of misconduct, an investigation must be conducted, either internally or externally. If the allegations are found to be credible by a diverse group of at least 10 people, with at least 60% finding the allegations credible, all employees must be informed and allowed to vote on whether the employee should be retained. If less than 75% of the employees vote for retention, the employee will be permanently relieved of their duties and **banned** from working for Djere Services Group **for life**.

10. Djere Services Group is **STRICTLY FORBIDDEN** from selling shares of the company on a public exchange to ensure that the needs of its employees and customers always take precedence over those of shareholders. **Djere Service Group's MUST maintain a laser-like focus on three things:**

a) The health, safety, and **total** well-being of its employees.

b) The satisfaction of its customers.

c) The quality and safety of its products.

11. Djere Services Group is **STRICTLY PROHIBITED** from partaking in any activity that dilutes the wealth of its employees or customers (such as issuing unlimited shares of stock).

12. Djere Services Group is strongly encouraged to invest some of its profits into decentralized digital currencies with a **fixed supply limit**.

Section 6: Hiring and Compensation

Djere Services Group is committed to a fair, open, and transparent hiring process. Every candidate must be informed of their salary during the job interview and this salary must also be publicly listed. Every job candidate who is not hired will receive a detailed explanation of why they were not hired, along with suggestions to improve their chances of being hired in the future.
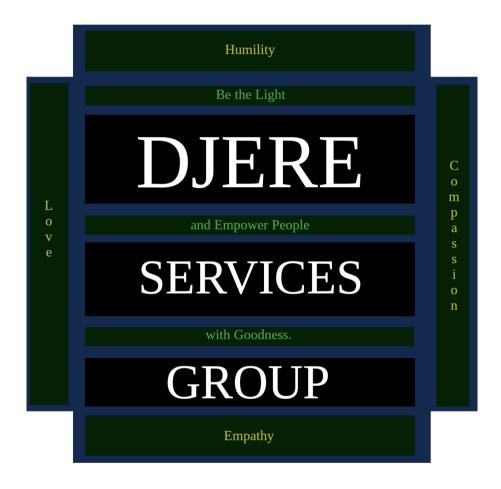
Preference will always be given to internal candidates when posting jobs. However, external candidates may also be considered for a position with the approval of at least 75% of the Djere Services Group employees at the lower level. For example, if a Level 4 position is open, a Level 3 candidate employee should be selected, except if an external candidate is approved by at least 75% of the Djere Services Group employees at the lower level.

If an employee of a higher level believes that an external candidate is a better fit for a job than all of the current employees of a lower level, they can submit their reasoning in writing. The current employees of the lower level (not just those in the same department) will vote on whether to hire the external candidate. If 75% or more of the lower-level employees vote "YES," the candidate will be conditionally hired, pending the successful completion of

any required exams. If less than 75% of the lower-level employees vote "YES," the candidate

will not be hired.

Section 7: The Djere Services Group Logo

This is the initial Djere Services Group Logo:

1. All future logos for Djere Services Group **MUST** capture the same spirit as the initial
   logo.

2. The logo **MUST** prominently contain the words **Humility**, **Compassion, Empathy**,
   and **Love,** with Humility at the top, Compassion on the right, Empathy at the bottom,

and Love on the left. Any changes to the Djere Services Group logo **MUST** be approved by at least 95% of current employees before implementation.

Section 8: The Use of Free Software/Open Source Software within Djere Services Group

Djere Services Group MUST use Free and Open Source Software (FOSS) automation throughout the company to reduce unnecessary burdens on everyone. Additionally, Djere Services Group should financially support the FOSS projects it uses and release the software it develops under a FOSS license, preferably version 3 or later of the GNU General Public License.

Section 9: License

This Principle Ethics Document is released under version 1.3 (or later) of the **GNU Free Documentation License**. You can read the full license here:

https://www.gnu.org/licenses/fdl-1.3.en.html

Here is a brief summary of version 1.3 of the GNU Free Documentation License:

The GNU Documentation License version 1.3 allows the copying and distribution of a document while maintaining its integrity and requiring that any derived works be also licensed under the same terms. It permits the commercial use of the document but prohibits using the document to endorse or promote any product or service. It also requires that the document's author(s) and contributors be acknowledged, and that any modifications to the

document be clearly indicated. Additionally, the license allows for the inclusion of the document in larger works under certain conditions.

Section 10: Revision History

Revision Number	Date	Remarks	% Approval
[0](#)	20211122	Original revision of the Djere Services Group Principle Ethics Document written and upload to the Interplanetary File System (both the source file and the Portable Document File) .	100% (1 out of 1 employee)
[1](#)	20211122	Fixed many typographical errors.	100% (1 out of 1 employee)
[2](#)	20211122	Fixed a typographical error.	100% (1 out of 1 employee)
[3](#)	20220111	Added a section discussing the Djere Services Group logo. Added Cardano as our second preferred blockchain.	100% (1 out of 1 employee)
[4](#)	20220111	Added employee approval percentage column to the Revision History table (Section 10).	100% (1 out of 1 employee)
[5](#)	20220112	Fixed some typographical errors. Added borders to the Revision History table (Section 10).	100% (1 out of 1 employee)
[6](#)	20230508	Completely re-wrote the document from scratch to make it shorter and more readable. Changed license to GNU Free Documentation License 1.3 or later. Linked to license instead of including the entire license, but I added a license summary. Grammatical correction: changed "Principal" from older revisions to "Principle" in this revision.	100% (1 out of 1 employee)

The Djere Services Group Principle Ethics Document (Revision 9, 2023 June 06)

Revision Number	Date	Remarks	% Approval
[7](#)	20230509	Fixed wrong revision dates in this table for Revisions 3, 4 and 5. Fixed many typographical errors (Pages 11, 15 and 17). Minor grammatical change: Page 2. Major grammatical change: Page 4 bullet 9.	100% (1 out of 1 employee)
[8](#)	20230605	Fixed missing date for Revision 7 in Section 10 table column 2. Re-introduced the "slavery mentality" clause into section 1.	100% (1 out of 1 employee)
9	20230606	Fixed wrong revision date on Page 1 (below the title). Replaced Figure 1 image with a much higher resolution version of the image.	100% (1 out of 1 employee)