The Djere Services Group <u>Principal Ethics Document</u>

Revision: 2 (Monday, November 22, 2021)

Abstract

The **Principal Ethics Document** is the foundational document of the Djere Services Group's business. The Principal Ethics Document **<u>must</u>** be stored immutably using a decentralized blockchain technology that Djere Services Group does not control, and can **<u>never</u>** control. The Principal Ethics Document describes how the Djere Services Group business is designed, and it can <u>only</u> be changed with the consensus of a quorum of at least 95% of the current employees of Djere Services Group. Every revision of the Djere Services Group Principal Ethics Document must contain a link to the previous revision (both the Portable Document Format version and the source files), if a previous revision exists. **<u>Section 1</u> of the Principle Ethics Document <u>MUST</u> be read in its entirety at any meeting of two or more employees of Djere Service Group. It MUST be read by the most senior Djere Services Group employee attending the meeting (this includes both physical and virtual meetings)**.

Link to the **Previous Revision**:

- Revision 1 Portable Document Format file: https://gateway.pinata.cloud/ipfs/Qmf3FNry4RYQvTYC8UgWRRZxYc9RPECHW1brPKJ6fNJq1q
- Revision 1 Source files: https://gateway.pinata.cloud/ipfs/QmcULvUhu4aaUMJqk6sAKbMrqCNbu26iJ3urnNHTH1YKBX

Table of Contents

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

1. The mental, physical, and spiritual health of our employees is MORE IMPORTANT than profits.

2. Employees of Djere Services Group are to ALWAYS be treated with dignity and respect, and they MUST be paid a wage that is a true reflection of their INHERENT value as human beings.

3. No employee of Djere Services Group will be assigned tasks that cause them stress in excess of reasonable levels, and no employee of Djere Services Group will be subjected to chronic stress (high stress levels day after day after day). If more employees are needed to perform the jobs effectively, 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. Randomization MUST be incorporated into the promotion process so that people with certain characteristics, pedigrees, degrees from certain universities, and certain last names do not dominate the promotion process. Djere Services Group should be diverse AT ALL LEVELS, from the most junior employee, to the Chief Ethical Officer.

6. **10%** of the Djere Service Group's profits MUST go to good causes, and these good causes SHALL BE voted on by the employees of the company.

7. Djere Services Group MUST promote **goodwill** in society by doing good deeds, and the company CAN accept donations from the public to help perform good deeds. For example, If Djere Services Group decides to build a state-of-the-art computer lab for low-income children, then the company can ask for matching donations from the public. For EXAMPLE, if the public

agrees to donate $1,000,000 towards the project, then Djere Services Group may pledge to match the public's donation with an additional $1,000,000.

8. **20%** of the Djere Service Group's profits MUST go back to the employees in the form of **Profit Sharing**, and an additional **20%** MUST go to a **long-term savings/endowment plan** to ensure that the company can weather economic downturns.

9. **LIFE IS MORE IMPORTANT THAN WORK**. Employees should spend more time with their families than they do at work because time spent with their families contributes more to the health of society. As such, the <u>**typical**</u> employee workday WILL BE as follows: three 12 hour workdays per 7 day week. Each 12 hour workday will include 1 paid hour of **Health & Wellness Time**. Health & Wellness Time can be used to eat, workout, perform yoga, meditate etc. The workday/workweek can be modified to meet the needs of the employee, but an employee can <u>**NEVER**</u> work more than 36 hours in a 7 day week, and can <u>**NEVER**</u> work for more than 5 days in a 7 day week. An employee <u>**MUST**</u> receive 1 paid hour of Health & Wellness Time for every 12 hours worked.

10. **Every** employee of Djere Services Group **MUST** receive a copy of **Jim Whitehurst's "The Open Organization: Igniting Passion and Performance"**, at no cost to the employee. The employees of Djere Services Group **WILL BE ENCOURAGED** to push pack **FORCEFULLY** if Djere Services Group begins to deviate from the principles of this Principal Ethics Document and/or the principles espoused in Whitehurst's "The Open Organization".

11. Abbreviations <u>**SHOULD BE AVOIDED**</u> within Djere Services Group because abbreviations obscure the original intent and meaning of words and phrases. FOR EXAMPLE, Principal Ethics Document should <u>**NEVER**</u> be abbreviated PED, and Health & Wellness Time should <u>**NEVER**</u> be abbreviated HWT.

Section 2: The Structure and Philosophy of Djere Services Group

Employee Levels

Djere Services Group will be composed of **8 levels**, which are show graphically at the end of Section 2:

- **Level 7**, the top level, will consist of the **Chief Ethics Officer**. **Level 7 is limited to 1 employee.**

- **Level 6** will consist of the **Chief Computer Scientist**,who reports directly to the Chief Ethics Officer (this role is the equivalent of the Chief Executive Officer in other organizations). **Level 6 is limited to 1 employee.**

- **Level 5** will consist of the following four company employees who each report directly to the Chief Computer Scientist. **Level 5 is limited to 4 employees.**

  - **Chief Blockchain Computer Scientist**

  - **Chief Cloud Computing Computer Scientist**

  - **Chief GNU/Linux Computer Scientist**

  - **Chief Computer Programming Computer Scientist**

  - **Level 4** will consist of the employees who report to the Level 5 employees. **Level 4 is limited to 16 employees.**

    - 4 employees reporting to the Chief Blockchain Computer Scientist.

    - 4 employees reporting to the Chief Cloud Computing Computer Scientist.

    - 4 employees reporting to the Chief GNU/Linux Computer Scientist.

    - 4 employees reporting to the Chief Computer Programming Computer Scientist.

- ○ **Level 3** will consist of employees who report to Level 4 employees. Each Level 4 employee will supervise four Level 3 employees of the same discipline. For example, a Level 4 Blockchain employee will supervise four Level 3 Blockchain employees. **Level 3 is limited to 64 employees.**

- ○ **Level 2** will consist of employees who report to Level 3 employees. Each Level 3 employee will supervise four Level 2 employees of the same discipline. For example, a Level 3 Cloud Computing employee will supervise four Level 2 Cloud Computing employees. **Level 2 is limited to 256 employees.**

- ○ **Level 1** will consist of employees who report to Level 2 employees. Each Level 2 employee will supervise four Level 1 employees of the same discipline. For example, a Level 2 GNU/Linux employee will supervise four Level 1 GNU/Linux employees. **Level 1 is limited to 1024 employees.**

- ○ **Level 0** will consist of employees who report to Level 1 employees. Each Level 1 employee will supervise four Level 0 employees of the same discipline. For example, a Level 1 Computer Programming employee will supervise four Level 0 Computer Programming employees. **Level 0 is limited to 4096 employees.**

Djere Services Group will be <u>**limited**</u> to 4096+1024+256+64+16+4+1+1 total employees = <u>**5,462 total employees**</u>.

- **The salary at each Level will be FIXED**: every member of a particular Level will receive EXACTLY the same pay. The pay at one level will be exactly **1.25 times** the pay at the level directly below, and the salary at all levels **<u>MUST be at least 50% higher than the applicable state and federal minimum wage levels</u>**. For example, let us assume that the pay at Level 0 is 1 unit per hour. Then, the pay at all levels would be as follows:

  - **Level 0:** 1 unit per hour

  - **Level 1:** 1.25 units per hour

  - **Level 2:** 1.5625 units per hour

  - **Level 3:** 1.953125 units per hour

  - **Level 4:** 2.44140625 units per hour

  - **Level 5:** 3.0517578125 units per hour

  - **Level 6:** 3.81469726563 units per hour

  - **Level 7:** 4.76837158208 units per hours

- If any one employee of Djere Services Group receives a **pay raise** (for example: a 5% pay raise), then EVERY employee of Djere Services Group MUST get the exact same percentage pay raise.

Administrative Assistants and the Employee Mixing Programs

If employees of Djere Services Group need **Administrative Assistants**, then those Administrative Assistants will be pulled **<u>from Level 0 ONLY</u>**. **<u>NO external Administrative Assistants will be hired</u>**. **<u>This will encourage Djere Services Group to continuously automate administrative tasks using the latest computer technologies</u>**. The other reason for this system is that Level 0 employee will gain valuable experiences, skills, and social interactions by interacting with people at the upper levels of Djere Services Group. These interactions will also help to prepare the Level 0 employees for when they rise to the higher Levels of Djere Services Group. **Administrative Assistant Assignments** will be a **Temporary Assigned Duty** lasting no longer than **<u>3 months</u>**. **A Level 0 employee can do no more than one Administrative Assistant Duty Assignment per four year period (however, they can be assigned an UNLIMITED number of Employee Mixing Assignments via the Employee Mixing Program, which chooses employees completely randomly)**. **<u>No prior administrative assistance experience is required for the Temporary Administrative Assistant position</u>**: each Temporary Administrative Assistant will be trained by the person that they are assisting. A **random computerized lottery MUST be used to select Temporary Administrative Assistants.** An employee can choose whether to accept or reject an Administrative Assistant Temporary Assignment. If an employee rejects the assignment, then another Random Lottery must be performed until an employee is selected that accepts the Temporary Administrative Assistant position.

Djere Services Group will develop an **Employee Mixing Program** that encourages all employees of Djere Services Group to mingle with, develop relationships with, and develop strong professional bonds with other employees of the company. The Employee Mixing Program will randomly assign employees to other areas of the company for temporary duties. The employee will have **<u>two</u>** goals when temporarily assigned: (1.) LEARN AS MUCH AS POSSIBLE and (2.) TEACH AS MUCH AS POSSIBLE. The Employee Mixing computer program will be written such that ANY employee can be temporarily assigned to "shadow" any other employee, or temporarily assigned to work in another office within the company. Here are some examples:

- Imani, a Level 2 Employee in the Computer Programming Department is randomly assigned to "shadow" the Chief Computer Scientist for 3 weeks. His mandates: <u>learn</u> as much as possible AND <u>teach</u> the Chief Computer Scientist as much as possible about BOTH what is good AND bad within his home department/office. This will give the Chief Computer Scientist valuable insights into where improvements can be made.

- Princess, a Level 4 employee in Blockchain is temporarily assigned to <u>BOTH</u> mentor <u>AND</u> learn when she is assigned to the Level 0 Computer Programming Department for six weeks.

- <u>**All**</u> employees of Djere Services Group SHOULD be continuously empowered to contribute to improving the Employee Mixing Program.

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

At Djere Services Group, supervisors WILL NOT evaluate the people that they supervise. Instead, Djere Services Group will incorporate a computerized, and fully automated, **Perpetual Peer Review Process**. **For evaluation purposes, ALL employees of Djere Services Group will be considered equal**, and they will <u>**constantly evaluate each other**</u> using a process similar to what is described here: https://ipfs.io/ipfs/QmVx7hiHSMr6dpPWRJLK3Pyj5h4fgS5GuVhEZX1Yf7XG9W.

Djere Services Group must maintain a <u>**fair**</u>, <u>**ethical**</u>, <u>**un-biased**</u>, and <u>**just**</u> **Random Lottery Promotion Process**, similar to what is described here.
https://ipfs.io/ipfs/QmVx7hiHSMr6dpPWRJLK3Pyj5h4fgS5GuVhEZX1Yf7XG9W

Section 4: What Happens When Djere Services Group is Approaching the Limit of 5,462 Total Employees?

When Djere Services Group begins to approach the limit of 5,462 total employees, it will launch **Peer Companies** run by current employees. For example, LaShawn is an employee in Djere Service Group's Blockchain Department. She is also very knowledgeable on automotive technology. She decides that she wants to start a car company that incorporates the technology built by Djere Services Group. LaShawn makes a formal proposal that can be voted on by all of the employees of Djere Services Group. **If at least 75% of the current employees of Djere Services Group vote "Yes" to her plan, then Djere Services Group will fund LaShawn in starting her business.** She will be able to recruit and take other employees from Djere Services Group to start her new business. **Her new business WILL BE the preferred source of her provided service to Djere Services Group.** For example, if LaShawn's new company manufactures cars, then when her business gets up to speed, and when her cars are of sufficient quality, her company WILL BE the **preferred supplier** of cars, trucks, and other automobiles to Djere Services Group.

Each Djere Services Peer Company MUST do business in a different discipline. For example, if LaShawn starts a car company, then no other Djere Services Group employee would be allowed start a

car Peer Company, unless LaShawn's car company were to fail. However, to give an example, a Djere Services Group employee COULD start a tire company, and that tire company would be the preferred manufacturer of tires for LaShawn's automobiles, which would in turn be purchased by Djere Services Group. **The reason for this restriction:** it is undesirable to have Djere Service Group's Peer Companies competing against each other for Djere Service Group's attention.

Any Djere Services Group Peer Company <u>**MUST**</u> operate by the Djere Services Group Principle Ethics Documents. The only allowed changes are:

a) Changing every occurrence of "Djere Services Group" to their company's name.

b) Changing the titles of the <u>**Level 6**</u> and <u>**Level 5**</u> Employees (and their associated departments) as the Peer Company sees fit.

c) Every other aspect of the Peer Company's original Principal Ethics Document, and the spirit of the Peer Company's original Principal Ethics document <u>**MUST**</u> remain the same as the Djere Services Group's Principal Ethics Document. This includes the limits on the number of employees at each Level, the number of people supervised per employee, and the total number of employees within the company.

A Djere Services Group Peer Company CAN change their Principal Ethics Document, with the approval of at least 95% of their current employees. However, Djere Services Group reserves the right to sever ties with a Djere Services Group Peer Company if at least 75% of the Djere Services Group employees vote that they no longer want Djere Services Group to do business with that Peer Company.

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 <u>**MUST**</u> 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 auditable open source technologies**.

3. All **Computerized Promotion Exams** within Djere Services Group MUST be built on fully **auditable** open source technologies, and MUST utilize true randomness introduced from a decentralized blockchain. This minimizes the odds of anyone "gaming" the system.

4. The **Objective Standards Documents <u>MUST</u>** be written in an open and transparent way so that the all employees can review them, and provide feedback on them as they are being written. It is highly recommended that the Objective Standards be written and shared on a "Wikipedia-style" platform where all of the Djere Service Group employees can submit proposed improvements and changes. **A mechanism SHOULD be created that will allow <u>ALL</u> of the employees of Djere Services Group to vote which version of a document is better**. For example, Michael, a Djere Services Group employee in the GNU/Linux Department, writes a new version of the **GNU/Linux Drivers Objective Standards Document**. **ALL** of the employees of Djere Services Group **SHOULD** be able to view the current version of the standard, and they should be able to compare it side-by-side with Michael's proposed version of the standard. **<u>EVERY</u>** employee of Djere Services Group should then be able to vote on which version is better. **Djere Services Group should <u>ALWAYS</u> endeavor to implement the <u>best ideas</u>, and the <u>best versions </u>of documents, items, parts, concepts, and other things, regardless of where, or WHO, those ideas or versions came from. <u>A Level 0 employee is JUST AS CAPABLE of coming up with a good idea as a Level 7 employee</u>.**

5. With the exception of Level 7, Djere Services Group's **<u>initial staffing</u>** will be filled from the **top down**: we will hire on Level 6 first, then on Level 5, then on Level 4, so on and so forth. At some time during the process of filling Levels 6 through Level 0, a Level 7 Chief Ethics Officer will be chosen. The **Chief Ethics Officer Candidate** will be proposed to the Djere Services Group's current employees by the Chief Computer Scientist. **This Chief Ethics Officer Candidate MUST be approved by 75% of the current employees of Djere Services Group to actually assume the position of Chief Ethics Officer**.

6. <u>**EVERY**</u> employee of Djere Services Group will have to take and pass an <u>**ANNUAL**</u> computerized **Comprehensive Ethics Exam**. ALL **Examination Programs** (including the Promotion Exams) at Djere Services Group MUST be audited by a reputable and respected external **Auditing Firm** prior to any exams being given using that program. For an Examination Program to be used withing Djere Services group, the Auditing Firm <u>**MUST**</u> conclude that **"it is virtually impossible to compromise this Examination System".** Prior to the Audit commencing, the Auditing Firm MUST be approved by at least 75% of the current employees of Djere Services Group.

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

8. Since the Chief Ethics Officer will never take promotion exams (he or she will only take the **Annual Comprehensive Ethics Exam**), he or she will be subject to an **Annual Vote** by all of the current employees of Djere Services Group. If **75% or greater** of the current employees of Djere Services Group vote **"YES"**, then the Chief Ethics Officer will retain his or her position for another year. If **less than 75%** of the current employees of Djere Services Group vote "YES", then the Chief Ethics Officer will be **permanently relieved of his or her duties** as Chief Ethics Officer. **Any Chief Ethics Officer who is relieved of his or her duties in this manner can <u>NEVER</u> again hold the position of Chief Ethics Officer at Djere Services Group, unless their return to service is approved by at least <u>95%</u> of the current employees of Djere Services Group.** If the Chief Ethics Officer is removed by the employees of Djere Services Group, as described above, then he or she will be replaced by a Nominee that receives "Yes" votes from at least 75% of the employees of Djere Services Group. The **Nominee** will determine by a **Reddit-Style Voting Process**: any current employee of Djere Services Group can propose any **Nominee Candidate** for the Chief Ethical Officer position. The Nominee Candidate can be <u>**EITHER**</u> an employee of Djere Services Group (current or former), <u>**OR**</u> external to Djere Services Group. Every current employee of Djere Services Group can vote for

whichever Nominee Candidate they think would do the best job as Chief Ethics Officer. The best Nominee Candidates will naturally rise to the top during the Reddit-Style Voting Process. **The Reddit-Style Voting Process <u>WILL</u> be built on open source, fully auditable, decentralized technologies.**

9. **Every Level 6 and Level 5 employee of Djere Services Group is also subject to an annual employee vote.** To retain his or her position, every Level 6 and Level 5 employee must receive a "Yes" vote from at least **75%** of the current employees of Djere Services Group. If a Level 6 or Level 5 employee fails to receive 75% of the vote, then he or she will be relieved of his or her duties **as soon as possible**. A **Computerized Lottery Exam** will then be used to select his or her replacement from the level immediately below. **A Level 5 or 6 employee of Djere Services Group removed in this manner will be barred from working for Djere Services Group for a period of no less than <u>five years</u>.**

10. Employees of **Djere Services Group** AT ANY LEVEL can be removed by a quorum of current employees. For example, Regina, the Level 6 Chief Computer Scientist of Djere Services Group, is accused of making unwanted advances towards Jeremiah, a Level 3 Blockchain employee of Djere Services Group. An internal OR external investigation (whichever is more appropriate for the given case) **<u>MUST</u>** be performed. If the allegations against Regina are found to be **credible**, then ALL of the employees of the company MUST be made aware of the allegations. **The <u>credibility</u> of the allegations MUST be voted on by a DIVERSE group of no less than 10 people. <u>At least 60%</u> of the diverse group much find the allegations credible.** Then, ALL of the employees of Djere Services Group MUST be allowed to vote on whether Regina should or should not be retained. **<u>At least 75%</u>** of the Djere Services Group employees must vote for her to be retained. **Otherwise, Regina will be relieved of her duties and banned from working for Djere Services Group <u>FOR LIFE</u>.**

11. Djere Services Group is **<u>STRICTLY PROHIBITED</u>** from (a.) ever selling shares on a public exchange. This prevents Djere Services Group from ever putting the needs and concerns of shareholders above the needs of its employees and customers. **<u>For extreme clarity, here are the priorities of Djere Services Group.</u>**

- **The Number One Priority:** The health, safety, and well-being of ALL of the employees of Djere Services Group, and the safety of all products produced by Djere Services Group.

- **The Number Two Priority:** The satisfaction of the customers of Djere Services Group.

12. Djere Services Group is **<u>STRICTLY PROHIBITED</u>** for (a.) partaking in any activity that dilutes the wealth of its employees or customers.

13. Djere Services Group is **<u>STRICTLY PROHIBITED</u>** from **<u>investing in</u> <u>ANY</u>** ENTITY that engage in 11(a.) or 12(a.)

14. Djere Services Group is **<u>STRONGLY ENCOURAGED</u>** to invest some of its profits into decentralized digital currencies **<u>WITH A FIXED SUPPLY LIMIT</u>**. **The digital currency most favored by Djere Services Group SHOULD be** <u>Dash</u>.

Section 6: Hiring and Compensation

The hiring process at Djere Services Group MUST be <u>fair</u>, <u>open</u> and <u>transparent</u>. The employee candidate MUST be told the salary that they will receive during a job interview. The salary MUST also appear on any public listings about the job. **<u>EVERY job candidate not hired by Djere Services Group MUST be sent a detailed description of why they were not hired, and what they can do to improve their chances of being hired by Djere Services Group in the future.</u>**

Preference MUST always be given to internal candidates over external candidates when posting jobs. For example, an opening for a Djere Services Group Level 4 position SHOULD ALWAYS be filled by a Level 3 candidate employee of Djere Services Group. **<u>There is only one exception</u>**: an external candidate can be considered for a position, but hiring this external person MUST be presented to **<u>everyone</u>** in the lower level, and at least 75% of the Djere Services Group employees at the lower level must approve hiring the external candidate. For example, Raul, a level 5 Blockchain employee of Djere Services Group, thinks that Angela is a better fit for the open Level 4 Blockchain position than all of the employees on the Level 3 Blockchain Department of Djere Services Group. Raul MUST explain **<u>IN WRITING</u>** why Angela is a better candidate than all of the current Level 3 employees. After considering Raul's words, the current Level 3 employees (ALL of the Level 3

employees; not just those in the Blockchain Department) will vote on whether Angela will be hired to the Level 4 Blockchain position: if 75% or greater of the Level 3 employees vote "YES", then Angela will be **conditionally hired**. **The condition:** she must pass the Level 4 Blockchain Exam before she is actually hired. If less than 75% of the Level 3 employees vote "YES", the Angela will be dropped from consideration for the open position.

Section 7: The Use of Free Software/Open Source Software within Djere Services Group

The use of computer automation technology MUST be used to reduce the burden on Administrative Assistants, and this computer automation technology SHOULD be <u>Free Software/Open Source</u>. In fact, Free and Open Source Software automation SHOULD be used throughout the company to relieve unnecessary burdens on EVERYONE in the company. Djere Services Group SHOULD financially support the Free and Open Source projects that it uses. Djere Services Group SHOULD release the software that it develops under a Free and Open Source software license. **The preferred software license <u>MUST</u> be version 3 or later of the GNU General Public License**.

Section 8: "Forking" This Document

In the Free Software and Open Source Software communities, **"forking"** computer programming code means to copy the source code from an existing project, and to use it as the basis for a new software project. For example, you could copy the source code for the GNU/Linux computer operating system, and make a new computer operating system called MyUX. Initially GNU/Linux and MyUX would be exactly the same, but over time, the two codebases would begin to diverge as changes in one were not made in the other, and vice versa.

The Djere Services Group Principal Ethics Document is made up of text, and for the purposes of licensing, this text will be treated as programming source code. As such, it will be released under version 3 or later of the <u>GNU General Public License</u>. **Djere Services Group Peer Companies** MUST

fork this document, and other companies and entities are strongly encouraged to fork it as well, and to make it their primary operating document.

The initial version of this document was written and approved by me: Rex Djere, the initial Chief Computer Scientist of Djere Services Group. I love Free Software ideologies, and I encourage you to send me improved versions of this document at rex@djere.com. If 95% of our employees (I am currently the only employee, but Djere Services Group is going to grow) like your version of the Principal Ethics Document better, then we will probably adopt it. Your improved version must, of course, also be licensed under version 3 or later of GNU's General Public License for us (Djere Services Group) to accept it. Our homepage, https://djere.com is not up yet as of today, November 22, 2021. However, when our homepage is up, all files associated with the latest version of our Principal Ethics Document will be available to download under our "Ethics" tab.

Section 9: Revision History

Revision Number	Date	Remarks
0	November 22, 2021	Original revision of the Djere Services Group Principal Ethics Document written and upload to the Interplanetary File System (both the source file and the Portable Document File) .
1	November 22, 2021	Fixed many typographical errors.
2	November 22, 2021	Fixed a typographical error.

GNU GENERAL PUBLIC LICENSE

Version 3, 29 June 2007

Copyright © 2007 Free Software Foundation, Inc. <https://fsf.org/>

Everyone is permitted to copy and distribute verbatim copies of this license document, but changing it is not allowed.

Preamble

The GNU General Public License is a free, copyleft license for software and other kinds of works.

The licenses for most software and other practical works are designed to take away your freedom to share and change the works. By contrast, the GNU General Public License is intended to guarantee your freedom to share and change all versions of a program--to make sure it remains free software for all its users. We, the Free Software Foundation, use the GNU General Public License for most of our software; it applies also to any other work released this way by its authors. You can apply it to your programs, too.

When we speak of free software, we are referring to freedom, not price. Our General Public Licenses are designed to make sure that you have the freedom to distribute copies of free software (and charge for them if you wish), that you receive source code or can get it if you want it, that you can change the software or use pieces of it in new free programs, and that you know you can do these things.

The Djere Services Group <u>Principal Ethics Document</u>

Revision: 2 (Monday, November 22, 2021)

To protect your rights, we need to prevent others from denying you these rights or asking you to surrender the rights. Therefore, you have certain responsibilities if you distribute copies of the software, or if you modify it: responsibilities to respect the freedom of others.

For example, if you distribute copies of such a program, whether gratis or for a fee, you must pass on to the recipients the same freedoms that you received. You must make sure that they, too, receive or can get the source code. And you must show them these terms so they know their rights.

Developers that use the GNU GPL protect your rights with two steps: (1) assert copyright on the software, and (2) offer you this License giving you legal permission to copy, distribute and/or modify it.

For the developers' and authors' protection, the GPL clearly explains that there is no warranty for this free software. For both users' and authors' sake, the GPL requires that modified versions be marked as changed, so that their problems will not be attributed erroneously to authors of previous versions.

Some devices are designed to deny users access to install or run modified versions of the software inside them, although the manufacturer can do so. This is fundamentally incompatible with the aim of protecting users' freedom to change the software. The systematic pattern of such abuse occurs in the area of products for individuals to use, which is precisely where it is most unacceptable. Therefore, we have designed this version of the GPL to prohibit the practice for those products. If such problems arise substantially in other domains, we stand ready to extend this provision to those domains in future versions of the GPL, as needed to protect the freedom of users.

Finally, every program is threatened constantly by software patents. States should not allow patents to restrict development and use of software on general-purpose computers, but in those that do, we wish to avoid the special danger that patents applied to a free program could make it effectively proprietary. To prevent this, the GPL assures that patents cannot be used to render the program non-free.

The precise terms and conditions for copying, distribution and modification follow.

TERMS AND CONDITIONS

0. Definitions.

"This License" refers to version 3 of the GNU General Public License.

"Copyright" also means copyright-like laws that apply to other kinds of works, such as semiconductor masks.

"The Program" refers to any copyrightable work licensed under this License. Each licensee is addressed as "you". "Licensees" and "recipients" may be individuals or organizations.

To "modify" a work means to copy from or adapt all or part of the work in a fashion requiring copyright permission, other than the making of an exact copy. The resulting work is called a "modified version" of the earlier work or a work "based on" the earlier work.

A "covered work" means either the unmodified Program or a work based on the Program.

To "propagate" a work means to do anything with it that, without permission, would make you directly or secondarily liable for infringement under applicable copyright law, except executing it on a computer or modifying a private copy. Propagation includes copying, distribution (with or without modification), making available to the public, and in some countries other activities as well.

To "convey" a work means any kind of propagation that enables other parties to make or receive copies. Mere interaction with a user through a computer network, with no transfer of a copy, is not conveying.

An interactive user interface displays "Appropriate Legal Notices" to the extent that it includes a convenient and prominently visible feature that (1) displays an appropriate copyright notice, and (2) tells the user that there is no warranty for the work (except to the extent that warranties are provided), that licensees may convey the work under this License, and how to view a copy of this License. If the interface presents a list of user commands or options, such as a menu, a prominent item in the list meets this criterion.

1. Source Code.

The "source code" for a work means the preferred form of the work for making modifications to it. "Object code" means any non-source form of a work.

A "Standard Interface" means an interface that either is an official standard defined by a recognized standards body, or, in the case of interfaces specified for a particular programming language, one that is widely used among developers working in that language.

The "System Libraries" of an executable work include anything, other than the work as a whole, that (a) is included in the normal form of packaging a Major Component, but which is not part of that Major Component, and (b) serves only to enable use of the work with that Major Component, or to implement a Standard Interface for which an implementation is available to the public in source code form. A "Major Component", in this context, means a major essential component (kernel, window system, and so on) of the specific operating system (if any) on which the executable work runs, or a compiler used to produce the work, or an object code interpreter used to run it.

The "Corresponding Source" for a work in object code form means all the source code needed to generate, install, and (for an executable work) run the object code and to modify the work, including scripts to control those activities. However, it does not include the work's System Libraries, or general-purpose tools or generally available free programs which are used unmodified in performing those activities but which are not part of the work. For example, Corresponding Source includes interface definition files associated with source files for the work, and the source code for shared libraries and dynamically linked subprograms that the work is specifically designed to require, such as by intimate data communication or control flow between those subprograms and other parts of the work.

The Corresponding Source need not include anything that users can regenerate automatically from other parts of the Corresponding Source.

The Corresponding Source for a work in source code form is that same work.

2. Basic Permissions.

All rights granted under this License are granted for the term of copyright on the Program, and are irrevocable provided the stated conditions are met. This License explicitly affirms your unlimited permission to run the unmodified Program. The output from running a covered work is covered by this License only if the output, given its content, constitutes a covered work. This License acknowledges your rights of fair use or other equivalent, as provided by copyright law.

You may make, run and propagate covered works that you do not convey, without conditions so long as your license otherwise remains in force. You may convey covered works to others for the sole purpose of having them make modifications exclusively for you, or provide you with facilities for running those works, provided that you comply with the terms of this License in conveying all material for which you do not control copyright. Those thus making or running the covered works for you must do so exclusively on your behalf, under your direction and control, on terms that prohibit them from making any copies of your copyrighted material outside their relationship with you.

Conveying under any other circumstances is permitted solely under the conditions stated below. Sublicensing is not allowed; section 10 makes it unnecessary.

3. Protecting Users' Legal Rights From Anti-Circumvention Law.

No covered work shall be deemed part of an effective technological measure under any applicable law fulfilling obligations under article 11 of the WIPO copyright treaty adopted on 20 December 1996, or similar laws prohibiting or restricting circumvention of such measures.

When you convey a covered work, you waive any legal power to forbid circumvention of technological measures to the extent such circumvention is effected by exercising rights under this License with respect to the covered work, and you disclaim any intention to limit operation or

modification of the work as a means of enforcing, against the work's users, your or third parties' legal rights to forbid circumvention of technological measures.

4. Conveying Verbatim Copies.

You may convey verbatim copies of the Program's source code as you receive it, in any medium, provided that you conspicuously and appropriately publish on each copy an appropriate copyright notice; keep intact all notices stating that this License and any non-permissive terms added in accord with section 7 apply to the code; keep intact all notices of the absence of any warranty; and give all recipients a copy of this License along with the Program.

You may charge any price or no price for each copy that you convey, and you may offer support or warranty protection for a fee.

5. Conveying Modified Source Versions.

You may convey a work based on the Program, or the modifications to produce it from the Program, in the form of source code under the terms of section 4, provided that you also meet all of these conditions:

a) The work must carry prominent notices stating that you modified it, and giving a relevant date.

b) The work must carry prominent notices stating that it is released under this License and any conditions added under section 7. This requirement modifies the requirement in section 4 to "keep intact all notices".

c) You must license the entire work, as a whole, under this License to anyone who comes into possession of a copy. This License will therefore apply, along with any applicable section 7 additional terms, to the whole of the work, and all its parts, regardless of how they are packaged. This License gives no permission to license the work in any other way, but it does not invalidate such permission if you have separately received it.

d) If the work has interactive user interfaces, each must display Appropriate Legal Notices; however, if the Program has interactive interfaces that do not display Appropriate Legal Notices, your work need not make them do so.

A compilation of a covered work with other separate and independent works, which are not by their nature extensions of the covered work, and which are not combined with it such as to form a larger program, in or on a volume of a storage or distribution medium, is called an "aggregate" if the compilation and its resulting copyright are not used to limit the access or legal rights of the compilation's users beyond what the individual works permit. Inclusion of a covered work in an aggregate does not cause this License to apply to the other parts of the aggregate.

6. Conveying Non-Source Forms.

You may convey a covered work in object code form under the terms of sections 4 and 5, provided that you also convey the machine-readable Corresponding Source under the terms of this License, in one of these ways:

a) Convey the object code in, or embodied in, a physical product (including a physical distribution medium), accompanied by the Corresponding Source fixed on a durable physical medium customarily used for software interchange.

b) Convey the object code in, or embodied in, a physical product (including a physical distribution medium), accompanied by a written offer, valid for at least three years and valid for as long as you offer spare parts or customer support for that product model, to give anyone who possesses the object code either (1) a copy of the Corresponding Source for all the software in the product that is covered by this License, on a durable physical medium customarily used for software interchange, for a price no more than your reasonable cost of physically performing this conveying of source, or (2) access to copy the Corresponding Source from a network server at no charge.

c) Convey individual copies of the object code with a copy of the written offer to provide the Corresponding Source. This alternative is allowed only occasionally and noncommercially, and only if you received the object code with such an offer, in accord with subsection 6b.

d) Convey the object code by offering access from a designated place (gratis or for a charge), and offer equivalent access to the Corresponding Source in the same way through the same place at no further charge. You need not require recipients to copy the Corresponding Source along with the object code. If the place to copy the object code is a network server, the Corresponding Source may be on a different server (operated by you or a third party) that supports equivalent copying facilities, provided you maintain clear directions next to the object code saying where to find the Corresponding Source. Regardless of what server hosts the Corresponding Source, you remain obligated to ensure that it is available for as long as needed to satisfy these requirements.

e) Convey the object code using peer-to-peer transmission, provided you inform other peers where the object code and Corresponding Source of the work are being offered to the general public at no charge under subsection 6d.

A separable portion of the object code, whose source code is excluded from the Corresponding Source as a System Library, need not be included in conveying the object code work.

A "User Product" is either (1) a "consumer product", which means any tangible personal property which is normally used for personal, family, or household purposes, or (2) anything designed or sold for incorporation into a dwelling. In determining whether a product is a consumer product, doubtful cases shall be resolved in favor of coverage. For a particular product received by a particular user, "normally used" refers to a typical or common use of that class of product, regardless of the status of the particular user or of the way in which the particular user actually uses, or expects or is expected to use, the product. A product is a consumer product regardless of whether the product has substantial commercial, industrial or non-consumer uses, unless such uses represent the only significant mode of use of the product.

"Installation Information" for a User Product means any methods, procedures, authorization keys, or other information required to install and execute modified versions of a covered work in that User Product from a modified version of its Corresponding Source. The information must suffice to ensure that the continued functioning of the modified object code is in no case prevented or interfered with solely because modification has been made.

If you convey an object code work under this section in, or with, or specifically for use in, a User Product, and the conveying occurs as part of a transaction in which the right of possession and use of the User Product is transferred to the recipient in perpetuity or for a fixed term (regardless of how the transaction is characterized), the Corresponding Source conveyed under this section must be accompanied by the Installation Information. But this requirement does not apply if neither you nor any third party retains the ability to install modified object code on the User Product (for example, the work has been installed in ROM).

The requirement to provide Installation Information does not include a requirement to continue to provide support service, warranty, or updates for a work that has been modified or installed by the recipient, or for the User Product in which it has been modified or installed. Access to a network may

be denied when the modification itself materially and adversely affects the operation of the network or violates the rules and protocols for communication across the network.

Corresponding Source conveyed, and Installation Information provided, in accord with this section must be in a format that is publicly documented (and with an implementation available to the public in source code form), and must require no special password or key for unpacking, reading or copying.

7. Additional Terms.

"Additional permissions" are terms that supplement the terms of this License by making exceptions from one or more of its conditions. Additional permissions that are applicable to the entire Program shall be treated as though they were included in this License, to the extent that they are valid under applicable law. If additional permissions apply only to part of the Program, that part may be used separately under those permissions, but the entire Program remains governed by this License without regard to the additional permissions.

When you convey a copy of a covered work, you may at your option remove any additional permissions from that copy, or from any part of it. (Additional permissions may be written to require their own removal in certain cases when you modify the work.) You may place additional permissions on material, added by you to a covered work, for which you have or can give appropriate copyright permission.

Notwithstanding any other provision of this License, for material you add to a covered work, you may (if authorized by the copyright holders of that material) supplement the terms of this License with terms:

a) Disclaiming warranty or limiting liability differently from the terms of sections 15 and 16 of this License; or

b) Requiring preservation of specified reasonable legal notices or author attributions in that material or in the Appropriate Legal Notices displayed by works containing it; or

c) Prohibiting misrepresentation of the origin of that material, or requiring that modified versions of such material be marked in reasonable ways as different from the original version; or

d) Limiting the use for publicity purposes of names of licensors or authors of the material; or

e) Declining to grant rights under trademark law for use of some trade names, trademarks, or service marks; or

f) Requiring indemnification of licensors and authors of that material by anyone who conveys the material (or modified versions of it) with contractual assumptions of liability to the recipient, for any liability that these contractual assumptions directly impose on those licensors and authors.

All other non-permissive additional terms are considered "further restrictions" within the meaning of section 10. If the Program as you received it, or any part of it, contains a notice stating that it is governed by this License along with a term that is a further restriction, you may remove that term. If a license document contains a further restriction but permits relicensing or conveying under this License, you may add to a covered work material governed by the terms of that license document, provided that the further restriction does not survive such relicensing or conveying.

If you add terms to a covered work in accord with this section, you must place, in the relevant source files, a statement of the additional terms that apply to those files, or a notice indicating where to find the applicable terms.

Additional terms, permissive or non-permissive, may be stated in the form of a separately written license, or stated as exceptions; the above requirements apply either way.

8. Termination.

You may not propagate or modify a covered work except as expressly provided under this License. Any attempt otherwise to propagate or modify it is void, and will automatically terminate your rights under this License (including any patent licenses granted under the third paragraph of section 11).

However, if you cease all violation of this License, then your license from a particular copyright holder is reinstated (a) provisionally, unless and until the copyright holder explicitly and finally terminates your license, and (b) permanently, if the copyright holder fails to notify you of the violation by some reasonable means prior to 60 days after the cessation.

Moreover, your license from a particular copyright holder is reinstated permanently if the copyright holder notifies you of the violation by some reasonable means, this is the first time you have received notice of violation of this License (for any work) from that copyright holder, and you cure the violation prior to 30 days after your receipt of the notice.

Termination of your rights under this section does not terminate the licenses of parties who have received copies or rights from you under this License. If your rights have been terminated and not permanently reinstated, you do not qualify to receive new licenses for the same material under section 10.

9. Acceptance Not Required for Having Copies.

You are not required to accept this License in order to receive or run a copy of the Program. Ancillary propagation of a covered work occurring solely as a consequence of using peer-to-peer transmission to receive a copy likewise does not require acceptance. However, nothing other than this License grants you permission to propagate or modify any covered work. These actions infringe copyright if you do not accept this License. Therefore, by modifying or propagating a covered work, you indicate your acceptance of this License to do so.

10. Automatic Licensing of Downstream Recipients.

Each time you convey a covered work, the recipient automatically receives a license from the original licensors, to run, modify and propagate that work, subject to this License. You are not responsible for enforcing compliance by third parties with this License.

An "entity transaction" is a transaction transferring control of an organization, or substantially all assets of one, or subdividing an organization, or merging organizations. If propagation of a covered work results from an entity transaction, each party to that transaction who receives a copy of the work also receives whatever licenses to the work the party's predecessor in interest had or could give under the previous paragraph, plus a right to possession of the Corresponding Source of the work from the predecessor in interest, if the predecessor has it or can get it with reasonable efforts.

You may not impose any further restrictions on the exercise of the rights granted or affirmed under this License. For example, you may not impose a license fee, royalty, or other charge for exercise

of rights granted under this License, and you may not initiate litigation (including a cross-claim or counterclaim in a lawsuit) alleging that any patent claim is infringed by making, using, selling, offering for sale, or importing the Program or any portion of it.

11. Patents.

A "contributor" is a copyright holder who authorizes use under this License of the Program or a work on which the Program is based. The work thus licensed is called the contributor's "contributor version".

A contributor's "essential patent claims" are all patent claims owned or controlled by the contributor, whether already acquired or hereafter acquired, that would be infringed by some manner, permitted by this License, of making, using, or selling its contributor version, but do not include claims that would be infringed only as a consequence of further modification of the contributor version. For purposes of this definition, "control" includes the right to grant patent sublicenses in a manner consistent with the requirements of this License.

Each contributor grants you a non-exclusive, worldwide, royalty-free patent license under the contributor's essential patent claims, to make, use, sell, offer for sale, import and otherwise run, modify and propagate the contents of its contributor version.

In the following three paragraphs, a "patent license" is any express agreement or commitment, however denominated, not to enforce a patent (such as an express permission to practice a patent or covenant not to sue for patent infringement). To "grant" such a patent license to a party means to make such an agreement or commitment not to enforce a patent against the party.

If you convey a covered work, knowingly relying on a patent license, and the Corresponding Source of the work is not available for anyone to copy, free of charge and under the terms of this License, through a publicly available network server or other readily accessible means, then you must either (1) cause the Corresponding Source to be so available, or (2) arrange to deprive yourself of the benefit of the patent license for this particular work, or (3) arrange, in a manner consistent with the requirements of this License, to extend the patent license to downstream recipients. "Knowingly relying" means you have actual knowledge that, but for the patent license, your conveying the covered

work in a country, or your recipient's use of the covered work in a country, would infringe one or more identifiable patents in that country that you have reason to believe are valid.

If, pursuant to or in connection with a single transaction or arrangement, you convey, or propagate by procuring conveyance of, a covered work, and grant a patent license to some of the parties receiving the covered work authorizing them to use, propagate, modify or convey a specific copy of the covered work, then the patent license you grant is automatically extended to all recipients of the covered work and works based on it.

A patent license is "discriminatory" if it does not include within the scope of its coverage, prohibits the exercise of, or is conditioned on the non-exercise of one or more of the rights that are specifically granted under this License. You may not convey a covered work if you are a party to an arrangement with a third party that is in the business of distributing software, under which you make payment to the third party based on the extent of your activity of conveying the work, and under which the third party grants, to any of the parties who would receive the covered work from you, a discriminatory patent license (a) in connection with copies of the covered work conveyed by you (or copies made from those copies), or (b) primarily for and in connection with specific products or compilations that contain the covered work, unless you entered into that arrangement, or that patent license was granted, prior to 28 March 2007.

Nothing in this License shall be construed as excluding or limiting any implied license or other defenses to infringement that may otherwise be available to you under applicable patent law.

12. No Surrender of Others' Freedom.

If conditions are imposed on you (whether by court order, agreement or otherwise) that contradict the conditions of this License, they do not excuse you from the conditions of this License. If you cannot convey a covered work so as to satisfy simultaneously your obligations under this License and any other pertinent obligations, then as a consequence you may not convey it at all. For example, if you agree to terms that obligate you to collect a royalty for further conveying from those to whom you convey the Program, the only way you could satisfy both those terms and this License would be to refrain entirely from conveying the Program.

13. Use with the GNU Affero General Public License.

Notwithstanding any other provision of this License, you have permission to link or combine any covered work with a work licensed under version 3 of the GNU Affero General Public License into a single combined work, and to convey the resulting work. The terms of this License will continue to apply to the part which is the covered work, but the special requirements of the GNU Affero General Public License, section 13, concerning interaction through a network will apply to the combination as such.

14. Revised Versions of this License.

The Free Software Foundation may publish revised and/or new versions of the GNU General Public License from time to time. Such new versions will be similar in spirit to the present version, but may differ in detail to address new problems or concerns.

Each version is given a distinguishing version number. If the Program specifies that a certain numbered version of the GNU General Public License "or any later version" applies to it, you have the option of following the terms and conditions either of that numbered version or of any later version published by the Free Software Foundation. If the Program does not specify a version number of the GNU General Public License, you may choose any version ever published by the Free Software Foundation.

If the Program specifies that a proxy can decide which future versions of the GNU General Public License can be used, that proxy's public statement of acceptance of a version permanently authorizes you to choose that version for the Program.

Later license versions may give you additional or different permissions. However, no additional obligations are imposed on any author or copyright holder as a result of your choosing to follow a later version.

15. Disclaimer of Warranty.

THERE IS NO WARRANTY FOR THE PROGRAM, TO THE EXTENT PERMITTED BY APPLICABLE LAW. EXCEPT WHEN OTHERWISE STATED IN WRITING THE COPYRIGHT HOLDERS AND/OR OTHER PARTIES PROVIDE THE PROGRAM "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESSED OR IMPLIED, INCLUDING, BUT NOT

LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. THE ENTIRE RISK AS TO THE QUALITY AND PERFORMANCE OF THE PROGRAM IS WITH YOU. SHOULD THE PROGRAM PROVE DEFECTIVE, YOU ASSUME THE COST OF ALL NECESSARY SERVICING, REPAIR OR CORRECTION.

16. Limitation of Liability.

IN NO EVENT UNLESS REQUIRED BY APPLICABLE LAW OR AGREED TO IN WRITING WILL ANY COPYRIGHT HOLDER, OR ANY OTHER PARTY WHO MODIFIES AND/OR CONVEYS THE PROGRAM AS PERMITTED ABOVE, BE LIABLE TO YOU FOR DAMAGES, INCLUDING ANY GENERAL, SPECIAL, INCIDENTAL OR CONSEQUENTIAL DAMAGES ARISING OUT OF THE USE OR INABILITY TO USE THE PROGRAM (INCLUDING BUT NOT LIMITED TO LOSS OF DATA OR DATA BEING RENDERED INACCURATE OR LOSSES SUSTAINED BY YOU OR THIRD PARTIES OR A FAILURE OF THE PROGRAM TO OPERATE WITH ANY OTHER PROGRAMS), EVEN IF SUCH HOLDER OR OTHER PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

17. Interpretation of Sections 15 and 16.

If the disclaimer of warranty and limitation of liability provided above cannot be given local legal effect according to their terms, reviewing courts shall apply local law that most closely approximates an absolute waiver of all civil liability in connection with the Program, unless a warranty or assumption of liability accompanies a copy of the Program in return for a fee.

END OF TERMS AND CONDITIONS

How to Apply These Terms to Your New Programs

If you develop a new program, and you want it to be of the greatest possible use to the public, the best way to achieve this is to make it free software which everyone can redistribute and change under these terms.

To do so, attach the following notices to the program. It is safest to attach them to the start of each source file to most effectively state the exclusion of warranty; and each file should have at least the "copyright" line and a pointer to where the full notice is found.

<one line to give the program's name and a brief idea of what it does.>

Copyright (C) <year> <name of author>

This program is free software: you can redistribute it and/or modify

it under the terms of the GNU General Public License as published by

the Free Software Foundation, either version 3 of the License, or

(at your option) any later version.

This program is distributed in the hope that it will be useful,

but WITHOUT ANY WARRANTY; without even the implied warranty of

MERCHANTABILITY or FITNESS FOR A PARTICULAR PURPOSE. See the

GNU General Public License for more details.

You should have received a copy of the GNU General Public License

along with this program. If not, see <https://www.gnu.org/licenses/>.

Also add information on how to contact you by electronic and paper mail.

If the program does terminal interaction, make it output a short notice like this when it starts in an interactive mode:

<program> Copyright (C) <year> <name of author>

This program comes with ABSOLUTELY NO WARRANTY; for details type `show w'.

This is free software, and you are welcome to redistribute it

under certain conditions; type `show c' for details.

The hypothetical commands `show w' and `show c' should show the appropriate parts of the General Public License. Of course, your program's commands might be different; for a GUI interface, you would use an "about box".

You should also get your employer (if you work as a programmer) or school, if any, to sign a "copyright disclaimer" for the program, if necessary. For more information on this, and how to apply and follow the GNU GPL, see <https://www.gnu.org/licenses/>.

The GNU General Public License does not permit incorporating your program into proprietary programs. If your program is a subroutine library, you may consider it more useful to permit linking proprietary applications with the library. If this is what you want to do, use the GNU Lesser General Public License instead of this License. But first, please read <https://www.gnu.org/licenses/why-not-lgpl.html>.