

## The Djere Services Group Principal Ethics Document

**Revision:** 5 (Wednesday, January 12, 2022)

### **Abstract**

The **Principal Ethics Document** is the foundational document of the Djere Services Group's business. The Principal Ethics Document **must** be stored immutably using a decentralized blockchain technology that Djere Services Group does not control, and can **never** control. The Principal Ethics Document describes how the Djere Services Group business is designed, and it can **only** 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. **Section 1 of the Principle Ethics Document MUST 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).**

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### Links to the **Previous Revision**:

- **Revision 4** Portable Document Format file:  
<https://gateway.pinata.cloud/ipfs/QmSsPXQmLEZa7EhtaCYEAGWw41JUa2ykgRuE5pBmYwYPNs>
- **Revision 4** Source files:  
<https://gateway.pinata.cloud/ipfs/Qmai8rc5gcp7wmkaswV2pQTSPuPmvREk4EZR4y7BgQwEoi>

**Alternative download links** to the Previous Revision (in case gateway.pinata.cloud goes down for any reason):

- **Revision 4** Portable Document Format file:  
<https://ipfs.io/ipfs/QmSsPXQmLEZa7EhtaCYEAGWw41JUa2ykgRuE5pBmYwYPNs>
- **Revision 4** Source files:  
<https://ipfs.io/ipfs/Qmai8rc5gcp7wmkaswV2pQTSPuPmvREk4EZR4y7BgQwEoi>

# The Djere Services Group Principal Ethics Document

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# **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

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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 **typical** 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 **NEVER** work more than 36 hours in a 7 day week, and can **NEVER** work for more than 5 days in a 7 day week. An employee **MUST** receive 1 paid hour of Health & Wellness Time for every 11 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 back **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 **SHOULD BE AVOIDED** within Djere Services Group because abbreviations obscure the original intent and meaning of words and phrases. **FOR EXAMPLE**, Principal Ethics Document should **NEVER** be abbreviated PED, and Health & Wellness Time should **NEVER** be abbreviated HWT.

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# 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.

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- **Level 3** will consist of employees who report to the 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 the 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 the 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 the 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 **limited** to  $4096+1024+256+64+16+4+1+1$  total employees = **5,462 total employees.**

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- **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 **MUST be at least 50% higher than the applicable state and federal minimum wage levels**. 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.

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### **Administrative Assistants and the Employee Mixing Programs**

If employees of Djere Services Group need **Administrative Assistants**, then those Administrative Assistants will be pulled **from Level 0 ONLY. NO external Administrative Assistants will be hired. This will encourage Djere Services Group to continuously automate administrative tasks using the latest computer technologies.** 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 **3 months. 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). No prior administrative assistance experience is required for the Temporary Administrative Assistant position:** 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 **two** 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:



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- Imani, a Level 2 Employee in the Computer Programming Department is randomly assigned to “shadow” the Chief Computer Scientist for 3 weeks. His mandates: learn as much as possible AND teach 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 BOTH mentor AND learn when she is assigned to the Level 0 Computer Programming Department for six weeks.
- **All** 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			

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### 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 **constantly evaluate each other** using a process similar to what is described here: <https://ipfs.io/ipfs/QmVx7hiHSMr6dpPWRJLK3Pyj5h4fgS5GuVhEZx1Yf7XG9W>.

Djere Services Group must maintain a **fair, ethical, un-biased, and just 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 will then create a formal proposal that can be voted on by all of the current 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

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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 **MUST** 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 Djere Services Group logo to their own logo. However, their new logo **MUST** include the words "Humility", "Compassion", "Empathy" and "Love".
- c) Changing the titles of the **Level 6** and **Level 5** Employees (and their associated departments) as the Peer Company sees fit.
- d) Every other aspect of the Peer Company's original Principal Ethics Document, and the spirit of the Peer Company's original Principal Ethics document **MUST** 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 **PROHIBITED** from doing business with any entity deemed unfit by at least 75% of the current employees of Djere Services Group.

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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 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** **MUST** 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 ALL 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. **EVERY** employee of Djere Services Group should then be able to vote on which version is better. **Djere Services Group should ALWAYS endeavor to implement the best ideas, and the best versions of documents, items, parts, concepts, and other things, regardless of where, or WHO, those ideas or versions came from. A Level 0 employee is JUST AS CAPABLE of coming up with a good idea as a Level 7 employee.**
5. With the exception of Level 7, Djere Services Group’s **initial staffing** 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**

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**Candidate MUST be approved by 75% of the current employees of Djere Services Group to actually assume the position of Chief Ethics Officer.**

6. **EVERY** employee of Djere Services Group will have to take and pass an **ANNUAL** 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 **MUST** 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 **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. 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 NEVER again hold the position of Chief Ethics Officer at Djere Services Group, unless their return to service is approved by at least 95% 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

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Candidate can be **EITHER** an employee of Djere Services Group (current or former), **OR** 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 WILL 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 five years.**
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) **MUST** 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 credibility of the allegations MUST be voted on by a **DIVERSE** group of no less than 10 people. At least 60% 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. **At least 75%** 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 FOR LIFE.**
11. Djere Services Group is **STRICTLY PROHIBITED** from (a.) ever selling shares on a public exchange. This prevents Djere Services Group from ever putting the needs and concerns of

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shareholders above the needs of its employees and customers. **For extreme clarity, here are the priorities of Djere Services Group.**

- **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 **STRICTLY PROHIBITED** for (a.) partaking in any activity that dilutes the wealth of its employees or customers.
13. Djere Services Group is **STRICTLY PROHIBITED** from **investing in ANY ENTITY** that engage in 11(a.) or 12(a.)
14. Djere Services Group is **STRONGLY ENCOURAGED** to invest some of its profits into decentralized digital currencies **WITH A FIXED SUPPLY LIMIT**. **The digital currencies most favored by Djere Services Group SHOULD be [Dash](#) and [Cardano](#).**

## **Section 6: Hiring and Compensation**

**The hiring process at Djere Services Group MUST be fair, open and transparent.** 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. **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.**

**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. **There is only one exception:** an external candidate can be considered for a position, but hiring this external person MUST be presented to **everyone** 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

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Blockchain position than all of the employees on the Level 3 Blockchain Department of Djere Services Group. Raul MUST explain **IN WRITING** 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 Djere Services Group Logo

This is the initial logo for Djere Services Group:



All future logos for Djere Services Group must capture the same spirit as the initial logo, and should use similar colors. All future Djere Services Group logos **MUST** prominently contain these four words: **Humility**, **Compassion**, **Empathy** and **Love**. **Humility** must always be at the top of the logo; **Compassion** must always be on the right side of the logo; **Empathy** must always be at the bottom of the logo; **Love** must always be on the left side of the logo. Any changes to the Djere Services Group



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logo must be approved by 95% of the current employees of Djere Services Group before they are implemented.

## **Section 8: 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 [Free Software/Open Source](#). 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 MUST be version 3 or later of the GNU General Public License.**

## **Section 9: “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 [GNU General Public License](#). **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.

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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](mailto: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 is <https://djere.com>. the latest version of our Principal Ethics Document is here: <https://djere.com/ethics.html>.

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### Section 10: Revision History

Revision Number	Date	Remarks	Percentage of current employees who approved of this revision (must be at least 95%):
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) .	100% (1 out of 1 employee)
1	November 22, 2021	Fixed many typographical errors.	100% (1 out of 1 employee)
2	November 22, 2021	Fixed a typographical error.	100% (1 out of 1 employee)
3	January 11, 2022	Added a section discussing the Djere Services Group logo. Added Cardano as our second preferred blockchain.	100% (1 out of 1 employee)
4	January 11, 2022	Added employee approval percentage column to the Revision History table (Section 10).	100% (1 out of 1 employee)
5	January 12, 2022	Fixed some typographical errors. Added borders to the Revision History table (Section 10).	100% (1 out of 1 employee)

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Version 3, 29 June 2007

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