

# Nexora Operational & Legal Policy Agreements

**Version:** 1.0

**Effective Date:** May 25, 2025

---

## 1. Introduction

This document outlines the official policy, operational framework, and legal standing of the Nexora team. Nexora is a collaborative, non-hierarchical team that engages in two primary types of work: (1) external client projects and (2) internal, self-initiated long-term projects. This agreement governs team participation, roles, compensation, and eligibility for advancement to Zero Inn.

## 2. Team Identity & Philosophy

**Nexora** combines the words "Next" and "Aura," symbolizing progressive thinking and a collective spirit of innovation. Nexora is not owned by any individual. It operates as a decentralized professional entity powered by the commitment and contributions of its members.

## 3. Scope of Work

Nexora undertakes:

- **Client Projects:** Projects sourced externally by any team member.
- **Internal Projects:** Products or systems initiated by team consensus for long-term value creation.

All projects are executed under the Nexora name, following this policy framework.

## 4. Membership & Structure

- **Equal Opportunity Participation:** Membership is open to individuals based on capability, professionalism, and willingness to contribute.
- **No Permanent Leadership:** There are no owners or fixed leaders. Roles may exist for coordination, such as project-based representatives for development and design.

- **Voluntary Engagement:** Members contribute voluntarily and are not bound by employment obligations.

## 5. Project Acquisition & Responsibility

- All members are collectively responsible for sourcing and proposing client or internal projects.
- Any member may initiate a project proposal for group consideration.
- Project leads may be appointed temporarily for facilitation purposes only.

## 6. Compensation & Revenue Sharing

- **Performance-Based Payment:** Only participating contributors to a given project are entitled to receive payment.
- **Transparent Distribution:** Earnings are divided based on a fair assessment of involvement, responsibility, and effort.
- **No Passive Income:** Members not contributing to a project are not entitled to its earnings.

## 7. Intellectual Property & Confidentiality

- All contributors must agree to:
  - Maintain confidentiality of client and team-related information.
  - Transfer all IP created under Nexora projects to the client or to Nexora, as applicable.
  - Not reuse or resell team assets without formal team consensus.

## 8. Zero Inn Advancement Path

Capable and consistently contributing members who significantly contribute to the growth, execution, and success of Nexora may be considered for integration into **Zero Inn**, subject to:

- Evaluation under **Zero Inn's policies**.
- Demonstrated initiative, responsibility, and value contribution to Nexora.

Zero Inn retains full authority over its hiring and expansion decisions. Nexora involvement does not guarantee Zero Inn inclusion.

## 9. Legal Standing

- **Independent Contractors:** All members act as independent contributors. No employment relationship is created by participation.
- **No Legal Entity:** Nexora is not registered as a company, cooperative, or NGO. It is a shared working agreement among professionals.
- **Dispute Resolution:** In case of disagreements, resolution is to be sought through team dialogue and consensus.
- **Decision Making:** All major decisions are discussed openly among involved members of each project.
- **IP & Confidentiality:** Members must respect the intellectual property and confidentiality of all client and internal projects.

## 10. Acknowledgment & Acceptance

By participating in Nexora, each member agrees to abide by the terms outlined in this document. Violations may result in removal from team activities and access.

---

**Document Issued By:**  
**Nexora Collaboration Team**  
**Date:** May 25, 2025  
**Version:** 1.0

**This document shall be reviewed and revised periodically based on team evolution and needs.**