

# **Burrillville Realization Group Organizational Charter**

**Version 1-7**

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## **1 Burrillville Realization Group**

Burrillville Realization Group (henceforth “the Company”) is a business which operates democratically, and where all labor is performed by the Owners. It is a labor union which includes the strategic decision-making roles normally filled by an employer and which is Owned by the people who do the work. The Mission of the Company is the advancement of well-being for all people. To accomplish this goal we will operate business ventures designed to generate revenue through which we can secure our own well-being and consequently become empowered to help others.

This document outlines the organizational structure under which the Company will be run, but it does not preclude additional organizational rules or revisions being added as addenda to this document. The goal is to have a business that runs like a democracy but shares resources like a commune. A true meritocracy with capitalism at the tip of the spear!

## **2 Founding Principles**

All people deserve to live a life of well-being for as long as is feasible and to have agency to affect their own well-being. The Company intends to ensure that this is possible for all people regardless of their race, religion, gender identity, sexual orientation, disability, or ethnicity.

All conscious beings deserve to experience existence free from suffering. Although we cannot expect to guarantee this for all conscious beings, we must be mindful to always minimize suffering caused by our actions.

All cultures add to the richness of life and thus contribute directly to the well-being of all people. This is not to excuse the destructive elements of various cultures, which are best turned into history lessons.

The opinions of All Owners are valid and nobody can stop an Owner from voicing their opinion in civil discourse.

The Earth and its Biosphere are essential to the well-being of all people and must therefore be protected from harm.

Conservation of resources is key to success and should be practiced by All Owners as a way of life.

Honesty is paramount to the operation of the Company because good decisions require good information. For the good of the Company, it is imperative that All Owners are honest and forthright, especially concerning their own abilities and aptitudes. It is equally imperative that all Full Owners have unrestricted read access to all company data including all networked hard drives.

## **3 Ownership Structure**

### **3.1 Asset Valuation**

The company's total assets must be valued continuously in a secure database. The total net company value is the basis for all other value calculations. Total net company value per Equal Ownership Share (EOS) will also be calculated. Land and hard asset valuations will be updated periodically at a frequency to be determined by General Role-Call (GRC) Vote. All financial calculations will use US Dollars.

### **3.2 Founding Owners**

Upon formation, all Founding Owners will be issued an EOS which will entitle them to an Equal Vote Share (EVS) for all decisions. Founding Owners will be required to cover the startup costs of the business monetarily and through hard work. They will also be the first Full Owners.

### **3.3 Full Owners**

Full Owners are defined as Owners with a full EOS in the company. Full Owners are forbidden from owning more than one full EOS. If an Owner is found to own more than 1.0 EOS, they are required to sell the excess back to the company and the extra EVSs will not be recognized during GCs.

### **3.4 New and Partial Owners**

A New Owner is anyone who has been recruited, asked to join, and accepted the invitation to join the Company.

Candidates for New Owner will be required to go through two interviews. In the first interview, the concept of the Strategic Union and any open positions are explained. The Candidate is then asked to write a proposal for whichever role they feel would fit them best and explain how they will add to the Company. At the second interview they are tasked with presenting their proposal to the Company, after which a decision will be made through a Threshold Roll-Call (TRC) Vote with a threshold of 50%.

New Owners can be added to the organization without limit (except as required for Articles of Incorporation) as long as they are an individual person. For example, two spouses can both become Owners and thus would collectively own two EOSs for all legal purposes, but for the purpose of decision making inside the Company they will each have their own independent EVSs. An Owner is not allowed to own more than 1 EOS and must sell back any excess immediately.

A New Owner can join the Company by contributing currency, contributing resources, or working in a role within the Company. The specific requirements for joining the Company will depend on factors inside the Company such as current demand for new labor.

The primary means of joining the Company will be by working in a role and receiving a labor stipend. 50% of the stipend will be reinvested into the Company until the Owner acquires 1 full EOS. As the contribution increases they will be awarded partial EOSs and the corresponding partial EVSs. Once a New Owner has accrued a partial EOS, they will be considered Partial Owners.

Partial Owners will have full control over the EOS reinvestment rate of their Labor Stipend hours in excess of the Standard Workweek.

### **3.5 Silent Ownership Shares**

Silent Ownership Shares (SOSs) are liens against the General Fund that are temporarily tied to the value of the EOS. They are sold in private transactions as financial investments and function as a crowdfunding mechanism. They are temporary assets and they do not confer any participation in Company decision-making or any voting rights upon the holder. One SOS is equivalent in value to some fraction of an EOS until the Freeze Date. The Company will also charge an Organizational Fee at the time of purchase. No person may purchase more than the SOS Limit. SOSs are non-transferrable except in cases of inheritance.

The President will be authorized to issue SOSs as determined by GRC Vote.

The Buyback Value of the SOS is the frozen share value plus any Dividends issued to the share before the Freeze Date. The dollar value of the share is frozen at close of business on the Freeze Date, which occurs after a defined period from the date of purchase. The holder of the SOS or the Company may not initiate a buyback of the SOS before close of business on the Freeze Date. Dividends are added to the Buyback Value of the SOS until the Freeze Date, but those funds are tracked separately and are not vested.

The rate of return is defined by Equation 1.

$$ROI = \frac{(SOS_2 + SOS_D) - (SOS_1 + F)}{SOS_1 + F} \quad \text{Equation 1}$$

Where,

ROI = Return on Investment

$SOS_1$  = Initial SOS value

$SOS_2$  = Final SOS value (on and after Freeze Date)

$SOS_D$  = Dividends issued to the SOS before the Freeze Date

F = Organizational Fee

For example, the Company may sell SOSs at 1% the value of a \$500 EOS (\$5) and charge an Organizational Fee of \$15 with a Freeze Date 2 years from the purchase date. The investment cost ( $SOS_1 + F$ ) is \$20. If the Buyback Value of the return ( $SOS_2 + SOS_D$ ) is \$80, then  $ROI = (80 - 20) / 20 = 300\%$ . The Buyback Value cannot be negative. If the calculated value is negative, the value defaults to \$0.

The performance of the SOSs will be included in the Quarterly Report, which will be provided to SOS holders up to the Freeze Date.

At no time may SOS liens be tied to more than 33% of the total net value of the Company.

### **3.6 Other Business Entities**

The Company will do business with other business entities as required. Independent contractors can be hired for short-term tasks, however roles that become regular should be integrated into the Company and performed by Owners. Independent contractors may be offered a role and Ownership within the Company when their contracted role becomes integrated.

### **3.7 General Conference**

The General Conference (GC) is a regularly held meeting which includes all Owners. The President presides over the GC and sets the agenda. The Owners in the GC will vote to establish all of the rules under which the Company will be run, including this charter. The GC is a time for opinions and moderated civil discourse. Ultimately, all decision-making authority within the Company is derived from the will of the Owners in the GC.

### **3.8 Labor Valuation**

The labors of all Full and Partial Owners are equally valued. A Labor Stipend (LS) will be paid for hours worked and will come from the General Fund.

This LS can be used by Partial Owners to increase their partial EOS. It will take X years for a Partial Owner to become a Full Owner if they: 1) work an equal number of hours to the company

average for all Owners, 2) reinvest 50% of their LS back into their partial EOS, and 3) Do not increase their partial EOS through any other means. X can be any number of years depending on how much demand there is for new and existing labor inside the company. This calculation must therefor be updated continuously as company profits change. As profits and total company value go up, so too must the LS, unless it is readjusted by changing X. This is expressed mathematically by Equation 2:

$$LS = \frac{EOS}{(W * X * Y * Z)} \quad \text{Equation 2}$$

Where,

LS is the Labor Stipend rate in US Dollars per Hour

EOS is the calculated value of 1 EOS in US Dollars

W is the average length of an Owner's workweek in hours

X is the aforementioned number of years to become a full Owner

Y is the number of weeks per year (52)

Z is the reinvestment rate of 50% (0.5)

The LS will be recalculated by the Finance Department on a timetable to be determined by General Roll-Call (GRC) Vote. The Company's average workweek W will be tracked by the Finance Department. Additionally, the Labor Valuation can be adjusted in real time by changing X. X will be the average opinion from each of the three Offices of Influence.

The value of 1 EOS is defined as the Company's total net asset valuation divided by the number of outstanding EOSs.

### **3.9 Profit-Sharing**

All net profits are the property of the Owners. Dividends will be declared by the Board of Directors as outlined in Section 4.3.4.

### **3.10 Patent Royalty**

Patents are important pieces of intellectual property that will help ensure the Company's future. Any Owner who produces a profitable patent will be paid a Royalty from all revenue generated by the invention. The Royalty Rate will be decided by GRC Vote. Royalties can be split equally among multiple inventors.

### **3.11 Employees**

The hiring of employees is banned. All labor must be performed by Full or Partial Owners.

### **3.12 Retirement**

Owners who choose to retire can set up a sale schedule to sell their EOS back to the company over time to support their retirement.

### **3.13 Voluntary Separation**

Full and Partial Owners are free to sell their full or partial EOS back to the company at any time. They will no longer be Owners and they will no longer have any input to the operation of the company.

### **3.14 Involuntary Ejection**

All Owners have the right to petition the President to eject another Owner from the Company if they can provide a petition signed by the Owners of at least 10% of outstanding full and partial EOSs. Ejection of the Owner will be decided by TRC Vote with a threshold of 50%.

### **3.15 Dissolution**

Any Full Owner can trigger a Dissolution Vote by providing the President with a petition signed by the Owners of at least 25% of outstanding full and partial EOSs. Dissolution will be decided by TRC Vote with a threshold of 85%. After a successful dissolution vote, the President will lead negotiations of Asset distribution or liquidation. Owners can band into subgroups to form their own partnerships with their share of the assets.

### **3.16 Splitting**

A group of Owners may petition the President for a negotiated split of the Assets. They must elect a President and create their own business entity in order for negotiations to proceed.

### **3.17 Acquisitions**

The Company may acquire conventional businesses. Employees on payroll at these businesses should be given preferential consideration toward becoming New Owners.

## **4 Offices of Influence**

The Company will be led by three Offices of Influence that will be responsible for executing the will of the Owners. These offices will be filled by democratic election during General Conferences (GCs). The Officials elected to these Offices will serve for terms to be set in Addendum A1. Additionally, for taking on the burden of leadership, these Office holders will also be eligible for bonuses in the form of a percentage of net profits in excess of the PR. The bonus percentages for each of the three Offices will be determined by GRC Vote. Bonuses can be shared with key organizational members. Owners cannot hold a separate management position in the Strategic Organization while holding an Office of Influence, but they can contribute labor. Additionally, Owners cannot hold more than one Office of Influence at a time.

It is imperative that everyone who serves in the Offices of Influence have full administrative control over all resources while they serve.

Candidates for Offices of Influence must be Full Owners and must maintain 1.0 EOS while serving.

### **4.1 President**

The *President* presides over the GC and is therefore the primary facilitator of Company business. The President issues EOSs to Owners and recognizes the EVSs that go along with that ownership. The number of EOSs the President may issue will be set by GRC Vote. The President also presides over all GCs and therefore must be elected first. Because the President has the sole power to put something up for a vote in a GC, they are the primary dispute resolver within the company. It is the responsibility of the President to ensure that this document is being interpreted in a fair, equitable, and effective manner.



The President will organize and preside over all GRC and TRC Votes and Elections. The President serves as the organizational foundation on which all of the company's activities are based. It is the duty of the President to ensure that the organizational structure of the company continues to support the Mission of the Company. The President will have the sole power to put Recall Proposals, Ejection Proposals, Censure motions, and Addendum Ratifications up for GRC or TRC Votes as appropriate.

General Disputes will be brought to the President's attention by filing a Grievance signed by the Owners of at least 1 EOS. The President will attempt to resolve the dispute, and may put the issue up for a TRC Vote with a threshold of 50% of outstanding EOSs.

#### **4.1.1 Election**

The President should be the first official elected within the company. All other elections and votes must be organized and certified by the President. Full Owners may propose themselves as candidates for the role of President. The candidate who receives a plurality of a GRC Vote of all Owners becomes the President.

#### **4.1.2 Recall**

The President is exempt from Involuntary Ejection while they serve as President.

The President can be recalled by the CEO through the following means:

1. The CEO and all of the Directors can organize a RP Vote, but they must be unanimous in the decision.

or

2. Any Owner can submit a RP signed by the Owners of at least 15% of outstanding Full and Partial EOSs to the CEO.

RPs must include a proposed role for the President after a successful recall. A TRC Vote with a threshold of 50% will be organized by the CEO to determine if the President will be recalled.

Upon successful Recall, the former President immediately assumes their new role in the company. The CEO immediately organizes a new election for President.

### **4.2 Chief Executive Officer**

The *Chief Executive Officer* is the primary strategic decision maker within the Company. The CEO has the Authority to use the General Fund to execute their Strategic Business Plan (SBP) by acquiring resources and paying the LS to Owners for hours worked.

#### **4.2.1 Strategic Business Plans**

CEO candidates will present their SBP and an election will be held to name a CEO based on their SBP.

SBPs are detailed documents that a candidate develops to present to All Owners prior to the Strategic Election. An SBP shall include continuation of existing revenue streams and proposals for new ones. The new CEO's SBP will become a part of Addendum B to this document. The SBP will also include assigned strategic roles for all Owners, designation of bonuses to be paid to key Owners from the CEO's Bonus, and a strategic organizational chart.

The CEO can assign Owners to work with Coordinators in groups of about 10. The Coordinators can report to Managers, if such organizational complexity is required. Typically, an outgoing CEO can and should take over as Manager of their successful development projects. This will foster a community of Managers who have served as CEO.

The President will also put forth a SBP assigning a new date for an election. Owners will have the option to Vote for the President's proposed new Strategic Election date if none of the current SBPs appear viable. The President's SBP will also name an Interim CEO to continue current business while a new election is organized. The current CEO and members of the Board of Directors are eligible to serve as Interim CEO.

Strategic Business Plans are the property of the Company must not be discussed with non-Owners.

#### **4.2.1 Election**

The CEO will be the candidate whose SBP receives a plurality in a ranked-choice GRC Vote. The number of ranks to assign is 1 for the CEO and at least 1 for each Director to be elected.

#### **4.2.2 Displacement**

A CEO who is displaced by an Election will have a claim to management of those projects they successfully built as CEO. They will also have a claim to a portion of the CEO bonus consistent with their projects' contributions to Company profits.

#### **4.2.3 Patents**

The CEO can use the General Fund to apply for Patents that are critical to new and existing business. Credit and Royalties will always be given to the Inventor or Inventors.

#### **4.2.4 Recall**

The CEO is exempt from Involuntary Ejection while they serve as CEO.

The CEO can be recalled through the following means:

Any Owner can propose a Recall Proposal (RP) Vote against the CEO if they present the President with a RP signed by the Owners of at least 15% of outstanding full and partial EOSs.

Additionally, the Board of Directors can trigger a Recall Vote by unanimous consent. The President will then be required to organize a TRC Vote with a threshold of 50%.

The RP must include a proposed role for the CEO after successful recall and must also propose the name of a Director who will serve as Interim CEO for a limited term to continue existing business while new SBPs are presented and voted on. The Interim CEO is authorized only to continue existing business using the General Fund. Recall of the CEO will then be put up for a TRC Vote with a threshold of 50%. After the CEO has been successfully recalled they immediately assume their new roll in the company, the Interim CEO assumes Office, and the President must immediately begin organizing the new Strategic Election to be held on or before the end of the Interim CEO's term.

### **4.3 Board of Directors**

The *Board of Directors* are in place to ensure continuity of strategic leadership and to develop a collective vision for the future of the Company. They will meet regularly to discuss the performance

of the company. They ensure that the CEO is executing their SBP faithfully and in the best interest of the Owners. The Board of Directors are also responsible for ensuring the integrity of the Company's financial and legal records.

#### **4.3.1 Elections**

There will be an appropriate number of Directors and they will be those Candidates in the CEO election who received the next most votes.

#### **4.3.2 Organizational Addenda**

The Board of Directors will have the authority to propose Organizational Addenda to this document. Organizational Addenda must be ratified in a TRC Vote with a threshold of 70%.

#### **4.3.3 Quarterly Report**

The Board of Directors will issue a report once per quarter detailing the financial health of the company. The Quarterly Report will be based on a Calendar Year reporting period, with 4 reports providing the data necessary to complete IRS Form 1120 using the Accrual method of accounting. Inventory will be valued using the Cost Method described in IRS Publication 538. The CEO will provide revenue projections based on new and existing business to be included in the report. LS history and Projections should be included, as well as profits and profit forecasts. The report will be made readily available to all Owners and SOS Holders. Quarterly Reports will be recorded in Addendum A2.

#### **4.3.4 Dividend**

The Board of Directors will declare a dividend payable to all outstanding EOSs as part of their Quarterly Report. The amount will be the amount of liquid funding available in the General Fund that is not previously marked for reinvestment or reserve liquidity at the time of declaration. After declaring the total dividend, the Board of Directors will then allocate funds from that total for leadership bonus payments. The remainder after paying bonuses will be divided up equally to each outstanding EOS including each SOS that has not yet reached its Freeze Date.

#### **4.3.5 General Fund**

The Board of Directors oversee the General Fund. All applications for credit (loans or other forms of debt) shall be at the discretion of the Board of Directors up to an amount to be decided by GRC Vote.

#### **4.3.6 Reserve Fund**

The Board of Directors control the Reserve Fund. The savings rate from the General Fund into the Reserve Fund will be controlled by the Board of Directors up to a maximum set by GRC Vote.

#### **4.3.7 Legal Department**

The purpose of the Legal Department is to ensure business conducted by the Company complies with Local, State, and Federal Law and to represent the Company's interests in dealing with other individuals or organizations. The Legal Department will be led by the Lead Counsel, an elected position. Candidates for Lead Counsel must be licensed to practice Law in the jurisdiction where the Company will be incorporated. The Board of Directors will receive a budget from the General Fund for supplies, office space, and LS hours for expenses related to the Legal Department. The Legal Department budgets will be determined by GRC Vote.

#### **4.3.8 Finance Department**

The purpose of the Finance Department is to maintain records of the Company's finances and provide profitability evaluations for Inventions or SBPs. The Finance Department will be led by the Treasurer, an elected position. The Board of Directors will receive a budget from the General Fund for supplies, office space, and LS hours for expenses related to Company Finance. The Finance Department budgets will be determined by GRC Vote.

#### **4.3.9 Patents**

The Board of Directors may use Finance Department budget to apply for Patents for inventions that are critical to their SBPs. They may also identify any other technologies that are critical to future business and apply for Patents as soon as possible. Credit and Royalties will always be given to the Inventor or Inventors.

#### **4.3.10 Recall**

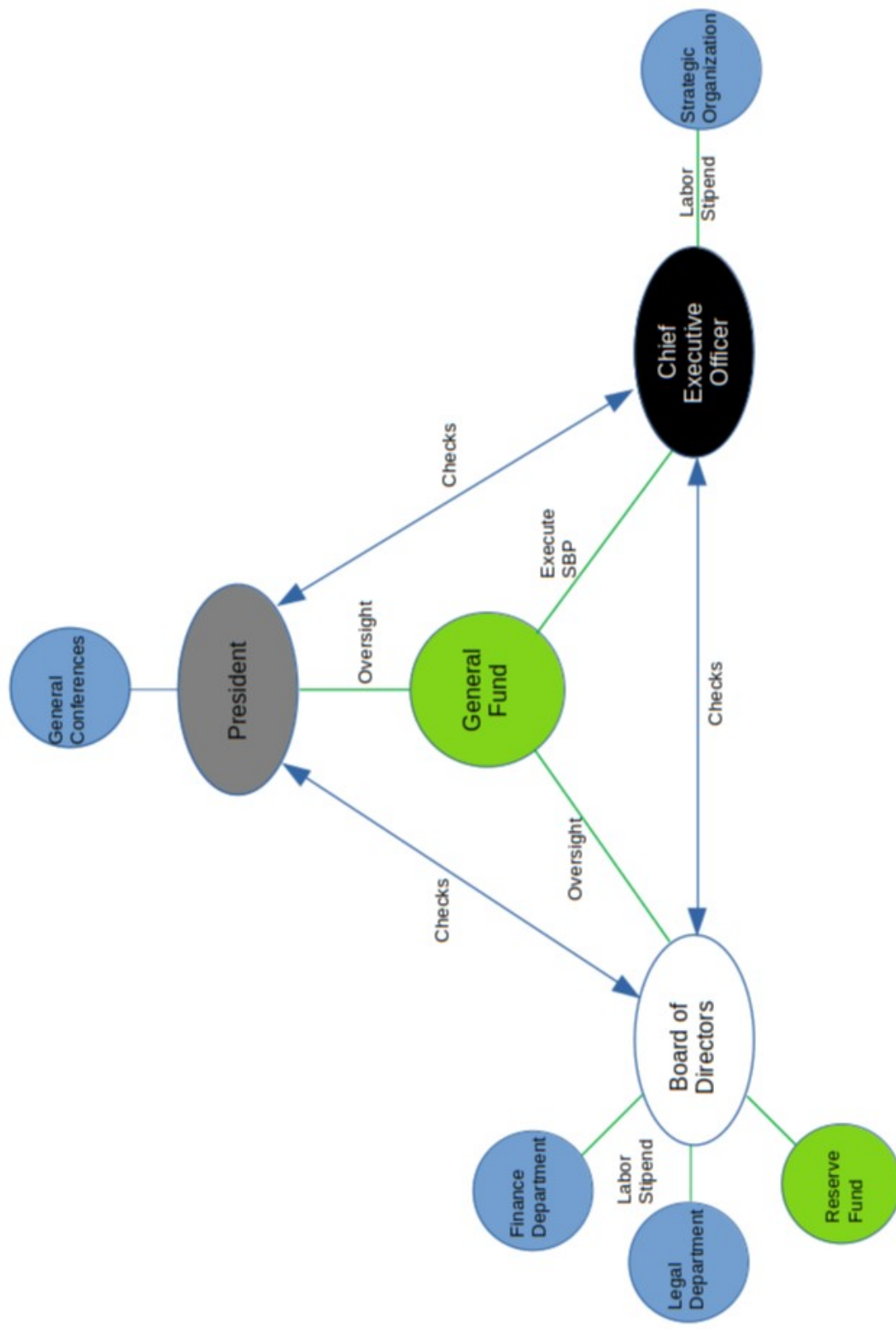
Directors are exempt from Involuntary Ejection while they serve as Director.

Any Owner can propose a RP Vote against a Director if they present the President with a RP signed by the Owners of at least 10% of outstanding full and partial EOSs.

The RP must include a proposed role for the Director after successful recall. Recall of the Director will then be put up for a TRC Vote with a threshold of 50%. After a Director has been recalled they immediately assume their new role in the company.

## 5 Organization Diagram

The CEO comes from among us, not above.



## 6 Glossary

Term	Acronym	Definition
Assets		Anything of value owned by the company.
Board of Directors		Elected officials within the Company who maintain governing documents and ensure that the CEO is operating in the best interest of the Owners.
Bonus		An additional share of quarterly profits that is awarded to holders of the Offices of Influence based on company performance. To be decided by GRC votes.
Censure		A motion to reprimand an Owner.
Chief Executive Officer	CEO	The elected official within the Company who is given authority to execute a SBP that they have developed.
Dividend		A share of quarterly net profits paid out to Owners.
Equal Ownership Share	EOS	A share of ownership in the Company that cannot exceed 1.0 for each Owner.
Equal Vote Share	EVS	The decision-making power associated with each full or partial EOS. 1 EOS = 1 EVS
Full Owner		Anyone who owns exactly 1.0 EOS in the Company.
General Conference	GC	A meeting intended to include all Owners, presided over by the President.
General Fund		The primary account or accounts containing the Company's liquid monetary assets, as well as all of the Company resources that can be used to execute a SBP.
General Roll-Call Vote	GRC Vote	A vote procedure where Owners can assign their full or partial EVS to a preferred outcome among many. An example is election of a CEO.
Grievance		A formal complaint lodged with the President by one Owner against another.

<b>Term</b>	<b>Acronym</b>	<b>Definition</b>
Labor Stipend	LS	Compensation paid out to Owners for labor hours worked at the company.
Motion		A general proposal for action in the General Conference. Must be proposed by the Owners of at least 2 EOSs.
New Owner		A candidate who has been offered and accepted a role within the Company, but does not yet own any EOSs.
President		The elected official within the company who is given authority to resolve disputes within the Company, keep the Company on-task, and organize GRC and TRC Votes.
Owner		Anyone who owns a full or partial EOS in the company.
Partial Owner		An Owner who owns less than 1.0 EOS.
Profit Reserve	PR	A minimum quarterly profit that is ineligible for Bonus payout. Decided by GRC Vote.
Recall Proposal	RP	A proposal for removing an elected official from their office within the Company.
Resources		Assets that are available with which to execute a Strategic Business Plan.
Silent Ownership Share	SOS	A lien against the General Fund that is temporarily tied to the value of the EOS.
Strategic Business Plan	SBP	A detailed plan written by candidates for CEO which includes continuation of existing business and plans for new business.
Strategic Union	SU	A type of company in which all labor must come from Owners and leadership is elected democratically. By definition, Owners cannot own more than a single share in the Company. It is a labor union which includes the strategic decision-making roles normally filled by an employer.
Threshold Roll-Call Vote	TRC Vote	A vote procedure where Owners can assign their full or partial EVS to a <i>yay</i> or a <i>nay</i> on a proposal. The proposal is adopted if the yays pass a predetermined threshold. An example is recall of a CEO.

## **Addendum A – Organization**



## **1. Foundation**

### **Addendum A.1: Foundation**

This addendum is the key foundational document of the Company. It establishes the outcome of the Foundational Elections, sets the Bonus Rates for the holders of the Offices of Influence, and sets the initial budgets. Supporting documents (vote tallies, etc.) to be attached. During the early (startup) phase, some fields may not need to be completed. Otherwise it is up to the President to ensure that these fields reflect the Will of the Owners.

The **Office of President** will be held by Owner \_\_\_\_\_ for a term of \_\_\_\_\_ years. This Owner received a plurality of \_\_\_\_\_% in a GRC Vote for President held on \_\_\_\_\_.

I, \_\_\_\_\_, hereby accept the Office of President within the Company for the set term of \_\_\_\_\_ years. I swear to execute the duties of this office faithfully for the benefit of all Owners. I swear to bring relevant and pertinent issues up for discussion and vote during General Conferences. I accept my Leadership Bonus Payment of \_\_\_\_\_% of all Quarterly Dividend Declarations in excess of \$0/Quarter.

General Conferences will be held every \_\_\_\_\_ and additional times when necessary.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

The **Office of Chief Executive** will be held by Owner \_\_\_\_\_ for a term of \_\_\_\_\_ years. This Owner received a plurality of \_\_\_\_\_% in a GRC Vote for CEO held on \_\_\_\_\_.

I, \_\_\_\_\_, hereby accept the Office of Chief Executive within the Company for the set term of \_\_\_\_\_ years. I swear to execute the duties of this office faithfully for the benefit of all Owners. I swear to use the General Fund solely to execute my Strategic Business Plan for the benefit of all Owners. I accept my Leadership Bonus Payment of 20% of all Quarterly Dividend declarations in excess of \$0/Quarter.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

The **Board of Directors** will not be filled at this time. The responsibilities of the Board of Directors will be fulfilled by the President.

**Treasurer**

The position of Treasurer will be held by Owner \_\_\_\_\_. This Owner received a plurality in a GRC Vote for Treasurer held on \_\_\_\_\_.

**Lead Counsel**

The position of Lead Counsel will be help by Owner \_\_\_\_\_. This Owner is licensed to practice law in the state of \_\_\_\_\_ and received a plurality in a GRC Vote for Lead Counsel held on \_\_\_\_\_.

**Fundraising**

Our fundraising plan will generate **\$21,250.00** for the General Fund, allowing us to obtain headquarters and begin our project. This will be accomplished using two methods, EOS Maintenance and Silent Ownership Shares. This was approved by GRV Vote on \_\_\_\_\_.

**Standard Workweek**

A standard workweek is defined as 32 hours in a typical 7-day week.

**Patents**

Patent developers will receive a Royalty of 5% of revenue resulting from their invention while the Company retains exclusive rights to the invention.

**Legal Department**

The Legal Department will be allocated \$0 per month for the next 12 months from the General Fund.

**Finance Department**

The Finance Department will be allocated \$0 per month for the next 12 months from the General Fund.

**Reserve Fund**

Funds will be transferred from the General Fund to the Reserve Fund at a rate of \$0/month on the 20<sup>th</sup> day of each month starting January 20<sup>th</sup>, 2021 for a total of 12 months. Authorization to withdraw funds from the Reserve Fund will be determined by TRC Vote with a threshold of 50%.

**President's Office**

The Office of the President will be allocated \$0 per month for the next 12 months from the General Fund for operational expenses.

**Profit Reserve**

The Profit Reserve is \$0 per Quarter.

## Signatures of Owners

We undersigned Owners of this Company hereby adopt this document as our Charter for business related to our pursuit of well-being. We hereby elect these individual Owners to hold our Offices of Influence who shall serve at our discretion for the terms noted.

Owner Number	Owner	Signature	Date
1	Joseph Basile		
2	Seth Joubert		
3	Chris Quiray (?)		
4	Brian Jones		
5	Troy Peck Esq. (?)		
6	Jon Hand (?)		
7	Mike Zabbo (?)		
8	Sean Raymond (?)		
9	Dan Joubert (?)		
10			
11			
12			
13			
14			
15			

Burrillville Realization Group  
Official EVS Vote

President: \_\_\_\_\_

Ballot Number: <date>-<vote no.>-<owner no.>

I \_\_\_\_\_ hereby invoke my EVS to  
cast the following Votes for the Office of Chief  
Executive so that the winner may serve for the  
next \_\_\_\_\_ months and execute their  
Strategic Business Plan.

First Choice: \_\_\_\_\_

Second Choice: \_\_\_\_\_

Third Choice: \_\_\_\_\_

Fourth Choice: \_\_\_\_\_

Fifth Choice: \_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

Burrillville Realization Group  
Official EVS Vote

President: \_\_\_\_\_

Ballot Number: <date>-<vote no.>-<owner no.>

I \_\_\_\_\_ hereby invoke my EVS  
to cast the following Vote for

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

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# Burrillville Realization Group

## This EOS Certificate

Certifies that \_\_\_\_\_ Owns exactly 1 Equal Ownership Share in Burrillville Realization Group and is entitled to 1 Equal Vote Share during General Conferences.

As the Owner of this EOS you are responsible for providing your labor to operate the Company up to the Standard Workweek.

23

The Equal Ownership Share is defined in Sections 3.1 through 3.4 of the Burrillville Realization Group Organizational Charter. Dividends will be issued to this share in accordance with Section 4.3.4.  
See Reverse for Text as of the Issue Date

_____ President	_____ Issue Date	_____ Owner	_____ Date
--------------------	---------------------	----------------	---------------

EOS Number \_\_\_\_\_ <notary or seal area>

Copy \_\_\_\_ of 2

# Burrillville Realization Group

## EOS Certificate

**3.1 Asset Valuation** The company's total assets must be valued continuously in a secure database. The total company value and net profit are the basis for all other value calculations. Total net company value per Equal Ownership Share (EOS) will also be calculated. Land and hard asset valuations will be updated periodically at a frequency to be determined by General Role-Call (GRC) Vote. All financial calculations will use US Dollars.

**3.2 Founding Owners** Upon formation, all Founding Owners will be issued an EOS which will entitle them to an Equal Vote Share (EVS) for all decisions. Founding Owners will be required to cover the startup costs of the business monetarily and through hard work. They will also be the first Full Owners.

**3.3 Full Owners** Full Owners are defined as Owners with a full EOS in the company. Full Owners are forbidden from owning more than one full EOS. If an Owner is found to own more than 1.0 EOS, they are required to sell the excess back to the company and the extra EVSs will not be recognized during GCs.

### **3.4 New and Partial Owners**

A New Owner is anyone who has been recruited, asked to join, and accepted the invitation to join the Company.

Candidates for New Owner will be required to go through two interviews. In the first interview, the concept of the Strategic Union and any open positions are explained. The Candidate is then asked to write a proposal for whichever role they feel would fit them best and explain how they will add to the Company. At the second interview they are tasked with presenting their proposal to the Company, after which a decision will be made through a Threshold Roll-Call (TRC) Vote with a threshold of 50%.

New Owners can be added to the organization without limit (except as required for Articles of Incorporation) as long as they are an individual person. For example, two spouses can both become Owners and thus would collectively own two EOSs for all legal purposes, but for the purpose of decision making inside the Company they will each have their own independent EVSs. An Owner is not allowed to own more than 1 EOS and must sell back any excess immediately.

A New Owner can join the Company by contributing currency, contributing resources, or working in a role within the Company. The specific requirements for joining the Company will depend on factors inside the Company such as current demand for new labor.

The primary means of joining the Company will be by working in a role and receiving a labor stipend. 50% of the stipend will be reinvested into the Company until the Owner acquires 1 full EOS. As the contribution increases they will be awarded partial EOSs and the corresponding partial EVSs. Once a New Owner has accrued a partial EOS, they will be considered Partial Owners.

Partial Owners will have full control over the EOS reinvestment rate of their Labor Stipend hours in excess of the Standard Workweek.

**4.3.4 Dividend** The Board of Directors will declare a dividend payable to all outstanding EOSs as part of their Quarterly Report. The amount will be the amount of liquid funding available in the General Fund that is not previously marked for reinvestment or reserve liquidity at the time of declaration. After declaring the total dividend, the Board of Directors will then allocate funds from that total for leadership bonus payments. The remainder after paying bonuses will be divided up equally to each outstanding EOS including each SOS that has not yet reached its Freeze Date.

Sign and Issue two copies of each Certificate. Copy 1 is held by the Company. Copy 2 is held by the Owner.



# Burrillville Realization Group

This

## SOS Certificate

Certifies that \_\_\_\_\_ Holds exactly \_\_ Silent Ownership Shares in Burrillville Realization Group and is entitled to reimbursement for this note after the Freeze Date.

Share Price: \$\_\_ per SOS  
Organizational Fee: \$\_\_ per SOS  
Total Purchase Price: \$\_\_\_\_\_

25

1 SOS = 0.01 EOS as defined in Section 3.5 of the Burrillville Realization Group Organization Charter.  
Dividends will be issued to this share in accordance with Section 4.3.4.  
See Reverse for Text.

_____ President	_____ Issue Date	_____ Holder	_____ Date
--------------------	---------------------	-----------------	---------------

Freeze Date: \_\_\_\_\_

SOS Numbers: \_\_\_\_\_ <notary or seal area>

Copy \_\_ of 2

# Burrillville Realization Group SOS Certificate

**3.5 Silent Ownership Shares** Silent Ownership Shares (SOSs) are liens against the General Fund that are temporarily tied to the value of the EOS. They are sold in private transactions as financial investments and function as a crowdfunding mechanism. They are temporary assets and they do not confer any participation in Company decision-making or any voting rights upon the holder. One SOS is equivalent in value to some fraction of an EOS until the Freeze Date. The Company will also charge an Organizational Fee at the time of purchase. No person may purchase more than the SOS Limit. SOSs are non-transferable except in cases of inheritance.

The President will be authorized to issue SOSs as determined by GRC Vote.

The Buyback Value of the SOS is the frozen share value plus any Dividends issued to the share before the Freeze Date. The dollar value of the share is frozen at close of business on the Freeze Date, which occurs after a defined period from the date of purchase. The holder of the SOS or the Company may not initiate a buyback of the SOS before close of business on the Freeze Date. Dividends are added to the Buyback Value of the SOS until the Freeze Date, but those funds are tracked separately and are not vested.

The rate of return is defined by Equation 1.

$$ROI = \frac{(SOS_2 + SOS_0) - (SOS_1 + F)}{SOS_1 + F}$$

Equation 1

Where,

ROI = Return on Investment

SOS<sub>1</sub> = Initial SOS value

SOS<sub>2</sub> = Final SOS value (on and after Freeze Date)

SOS<sub>0</sub> = Dividends issued to the SOS before the Freeze Date

F = Organizational Fee

For example, the Company may sell SOSs at 1% the value of a \$500 EOS (\$5) and charge an Organizational Fee of \$15 with a Freeze Date 2 years from the purchase date. The investment cost (SOS<sub>1</sub>+F) is \$20. If the Buyback Value of the return (SOS<sub>2</sub>+SOS<sub>0</sub>) is \$80, then ROI= (80-20)/20=300%. The Buyback Value cannot be negative. If the calculated value is negative, the value defaults to \$0.

The performance of the SOSs will be included in the Quarterly Report, which will be provided to SOS holders up to the Freeze Date.

At no time may SOS liens be tied to more than 33% of the total net value of the Company.

**4.3.4 Dividend** The Board of Directors will declare a dividend payable to all outstanding EOSs as part of their Quarterly Report. The amount will be the amount of liquid funding available in the General Fund that is not previously marked for reinvestment or reserve liquidity at the time of declaration. After declaring the total dividend, the Board of Directors will then allocate funds from that total for leadership bonus payments. The remainder after paying bonuses will be divided up equally to each outstanding EOS including each SOS that has not yet reached its Freeze Date.

Sign and Issue two copies of each Certificate. Copy 1 is held by the Company. Copy 2 is held by the Holder.

This Certificate must be presented by the named holder after the Freeze Date for reimbursement.

## **2. Quarterly Reports**

Burrillville Realization Group  
Quarterly Report Template

**BRG-QR-CY<YY>-Q1**

**Date Range:** \_\_\_\_\_ through \_\_\_\_\_

**Issue Date:** \_\_\_\_\_

**1. Owner Summary:** This section is a brief summary of the overall financial health of the company. The main points the Directors wish to emphasize can be recorded here.

**2. Tax Liability:** Include in this section a summary of data required to complete IRS Form 1120 on behalf of the Company. This is to show that we will be prepared to file our taxes at the end of the Calendar Year. Commercial software (Quicken or eq.) or an independently run database are necessary to complete these calculations. The table below is a starting point. Add rows as necessary.

Item	Current Quarter	YTD	CY<YY> Annualized Projection
Net Receipts (1120 Line 1c)	<\$>	<\$>	<\$>
Cost of Goods Sold (Line 2)			
Gross Profit (Line 3)			
Compensation of Officers (Line 12)			
Labor Stipend Total (Line 13)			
Taxable Income (Line 30)			
Expected Tax (Line 31)			

Table 1: Tax Liability Calculations

**3. Profit Sharing:** Declare the amount of the Dividend based on excess liquidity in the General Fund. All other financial values will be reported after paying out the dividend.

Reserve Liquidity: The minimum allowable amount of liquidity in the General Fund when declaring a dividend. Must include the SOS Fund amount from the previous QR less any subsequent Buybacks (See Section 6).

Total Excess Liquidity: The total dollar amount available in the General Fund in excess of the Reserve Liquidity. This is the amount of money available for the dividend, and generally must be less than the Quarterly Gross Profit reported in Section 2 for the current quarter.

Leadership Bonus Payments: The percentage bonus payments are deducted from the Total Excess Liquidity and awarded to the appropriate office-holder. Bonus sharing will be reported here as well.

Dividend per Share: The dollar amount issued to each outstanding EOS including SOSs that have not yet reached their Freeze Date.

The total Dividend payout plus the Leadership Bonus Payments must equal the Total Excess Liquidity. This will bring the balance of the General Fund back down to the Reserve Liquidity.

**4. Net Assets and Liabilities:** The General Fund, the Reserve Fund, any real property, and any other item of value owned by the Company are considered assets. The value of the General Fund will be reported less the current dividend and bonuses. Any commitments or expected future expenses are listed as Liabilities. Include the SOS Fund as a liability. Report the inventory at the close of each quarter as an asset. Report Total Net Company Value and total EOS outstanding here.

**5. EOS Performance:** Calculate 1.0 EOS Current Value as Total Net Company Value divided by total EOS outstanding. Also report Quarterly Dividends and Bonus payments here. Remember that SOSs that have not reached their Freeze Date must be treated as EOSs. Report them collectively on the first line. The values entered must be consistent with the values in the SOS Performance section.

Owner Number	Name	Office Held	EOS Outstanding	EOS Previous Value	EOS Current Value	Labor-Stipend	Dividend	Bonus
SOS Holders		N/A	e.g. 2.78	<\$>	<\$>	<\$>	<\$>	<\$>
1		President	1					
2		CEO	1					
3			1					
4			1					
5		Lead Counsel	1					
6			1					
7			1					
8			1					
9			1					
10			1					

Table 2: EOS Performance

**6. SOS Performance:** Report the calculated value of each SOS. Report all Dividends that have been issued to each share. Report all shares until they are shown as redeemed. Shares shown as Redeemed can be left off of subsequent QRs.

SOS Number	Cost (SOS <sub>1</sub> +F)	EOS Equivalence	Current Share Value (SOS <sub>2</sub> )	Current Dividend	Total Dividends (SOS <sub>D</sub> )	Freeze Date	Frozen?	Current Buyback Value (SOS <sub>2</sub> +SOS <sub>D</sub> )	Current ROI	Redeemed ?
S1	e.g. \$20	e.g. 0.01	<\$>	<\$>	<\$>	mm/dd/yyyy	No	<\$>	<%>	No
S2										
S3										
S4										
S5										
S251										
S252										
S253										
S254										

Table 3: SOS Performance

The **SOS Fund** is the total dividends issued to all of the active SOSs as well as the total of the share values for any SOSs that are frozen or will be frozen within 2 Quarters. This amount must be readily available in the Reserve Liquidity as it is used to pay out SOS Buybacks as they reach their Freeze Dates.

List the new amount of the SOS Fund here. This amount, less any subsequent Buybacks, will be used to calculate the Dividend on the next QR.

**7. Revenue Growth:** Report changes in the amount of Revenue received from all sources vs previous quarters. Plot over time as more QRs are completed.

**8. Revenue Projections:** The CEO will provide Revenue Projections based on business conditions in the Strategic Organization.

**9. Company News:** This section is optional and any relevant additional information can be placed here.

**9. Signatures:** We undersigned report these results to the Owners and Lien-holders of Burrillville Realization Group as true and accurate to the best of our knowledge.

\_\_\_\_\_  
Director 1

\_\_\_\_\_  
Director 2

\_\_\_\_\_  
Director 3

\_\_\_\_\_  
President

\_\_\_\_\_  
CEO

<DATE>

## **Addendum B – Strategy**



## **1. SBP Template**

## Burrillville Realization Group

**Strategic Business Plan BRG.SBP.<YYYY>-<Owner #>.<Revision>**

**Candidate:** <Name>, Owner <Owner #>

**Election Date:** <MM/DD/YYYY>

**Term:** <Term start and end dates>

**Title:** <Descriptive Title>

**Owner Summary:** <~1 page summary>

**Profit Projections:** <Details to include: technical readiness of the manufacturing process, total startup cost, cost per unit at volume, labor-hour projections, sales projections, revenue projections, and any marketing materials you have conceived. This is your chance to make a strong, clear, concise case for your plan.>

**Alignment with Company Mission:** <How well does your plan align with the Company mission statement? *The sale of our Widgets will generate revenue that will enable us to operate as an organization.*>

**Development Tasks:** <Simple task statements that sum up the general goals and milestones the Company will achieve during your tenure as CEO.>

1. <E.g. *We will acquire a manufacturing facility with a real estate lease and it will become our headquarters.*>
2. <E.g. *We will create an independent manufacturing line for Widgets by acquiring the necessary equipment which we will install at our new headquarters.* >
3. <E.g. *We will develop branding and logistics for our Widgets and market them to likely customers.*>
4. <More as required>

### Owner Roles:

As detailed in Table 1 roles have been assigned for all Owners.

Owner Number	Owner	Role	Bonus
1			
2			
3			
4			
5			
6			
7			
8			
9			

10			
11			
12			
13			
14			
15			

Table 1: Owner Roles

I hereby certify that the information presented in this plan is true and accurate and serves the objectives of Burrillville Realization Group.

Candidate: \_\_\_\_\_ Owner Number: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_