

Burrillville Realization Group Organizational Charter

Version 2-1

Printed 1/7/2021

Contents

1 Burrillville Realization Group.....	4
2 Founding Principles.....	4
3 Ownership Structure.....	4
3.1 Incorporation.....	4
3.2 Equal Ownership Shares.....	4
3.3 Founding Owners.....	5
3.4 Full Owners.....	5
3.5 New and Partial Owners.....	5
3.6 Independent Contractors.....	5
3.7 General Conference.....	5
3.8 Labor Valuation.....	5
3.9 Patent Royalty.....	6
3.10 Employees.....	6
3.11 Voluntary Separation.....	6
3.12 Involuntary Ejection.....	6
3.13 Dissolution.....	6
4 Offices of Influence.....	6
4.1 President.....	7
4.1.1 Election.....	7
4.1.2 Bonus.....	7
4.1.3 Recall.....	7
4.2 Chief Executive Officer.....	8
4.2.1 Strategic Business Plans.....	8
4.2.1 Election.....	8
4.2.2 Displacement.....	8
4.2.3 Bonus.....	8
4.2.4 Recall.....	8
4.3 Board of Directors.....	9
4.3.1 Elections.....	9
4.3.2 Organizational Addenda.....	9
4.3.3 Quarterly Report.....	9
4.3.4 Dividend.....	9
4.3.5 General Fund.....	9
4.3.6 Reserve Fund.....	9
4.3.7 Legal Department.....	9
4.3.8 Finance Department.....	10
4.3.9 Bonus.....	10
4.3.10 Recall.....	10
5 Organization Diagram.....	11
6 Glossary.....	12
Addendum A – Organization.....	14
1. Foundation.....	15
2. Quarterly Reports.....	22
Addendum B – Strategy.....	26

1. SBP Template.....	27
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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. It 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.

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, with the exception of Confidential Human Resources Information, which will be accessible by authorized personnel only.

3 Ownership Structure

3.1 Incorporation

We will incorporate as an S Corporation in the state of Rhode Island. To accomplish this, we will obtain a subscription to commercial accounting software.

3.2 Equal Ownership Shares

Our common stock is called Equal Ownership Shares (EOSs) and they are so called because of the limit placed on their ownership: No person may own more than 1.0 EOS. If an owner comes to own more than 1.0 EOS, the excess will be paid out immediately.

Owning an EOS will grant the Owner a corresponding Equal Vote Share (EVS) which is recognized during all Votes in the General Conference (GC). No more than 1.0 EVS will be recognized from any Owner. A partial EOS will include a corresponding partial EVS.

An EOS is an equity claim on the Net Assets of the company. The amount of the claim is the total Net Assets of the Company divided by the number of EOS outstanding.

3.3 Founding Owners

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.

3.4 Full Owners

Full Owners are defined as Owners with a full EOS in the company. Full Owners are expected to provide up to the Standard Workweek if there is demand for labor.

3.5 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 operational concept of the company and any open positions are explained. The Candidate is then asked to write a proposal for whichever open 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 70%.

A New Owner can join the Company by contributing currency, contributing resources, or working in a role within the Company. Most recruitment offers will include payroll reinvestment as the primary means of attaining an EOS.

3.6 Independent Contractors

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. The Company will operate a payroll to pay out the LS to Owners.

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 the standard workweek, 2) reinvest Z% of

their LS back into their partial EOS, and 3) Do not increase their partial EOS through any other means. This calculation can be updated as a guide for New Owners. This is expressed mathematically by Equation 1:

$$X = \frac{EOS}{(LS * W * Y * Z)} \quad \text{Equation 1}$$

Where,

X is the number of years to become a full Owner

EOS is the calculated value of 1 EOS in US Dollars

LS is the Labor Stipend rate in US Dollars per Hour

W is the length of the standard workweek in hours

Y is the number of weeks per year (52)

Z is the reinvestment rate (typically <0.5)

3.9 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 while the company maintains exclusive rights to the invention. The Royalty Rate will be decided by GRC Vote. Royalties can be split equally among multiple inventors.

3.10 Employees

The hiring of non-Owner employees is banned. All labor must be performed by Full or Partial Owners. Owners may be considered employees in order to operate the payroll.

3.11 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.

3.12 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 70%. Non-working shares are subject to ejection.

3.13 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.

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 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 that depend on the performance

of the Company. 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. 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* organizes 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. It is the responsibility of the President to ensure that this document is being interpreted in a fair and reasonable manner.

The President will organize all GRC and TRC Votes and Elections. The President serves as the organizational foundation on which all of the company's activities are based. 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 vote as necessary.

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 in a GRC Vote becomes the President.

4.1.2 Bonus

The President will receive a percentage on top of the total Labor Stipend payout as a bonus. The amount will be decided by GRC Vote. This incentivises the President to grow the labor-stipend on behalf of the Owners.

4.1.3 Recall

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

Any Owner can submit a RP signed by the Owners of at least 15% of outstanding EOSs to the CEO. The CEO must then organize a RP vote.

The CEO and Directors can organize a RP vote by unanimous consent.

RPs must include a proposed role for the President after a successful recall. Recall will be determined by a TRC Vote with a threshold of 50%.

Upon successful Recall, the former President immediately assumes their new role in the company. The remaining Officers immediately organize 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 on their project accounts.

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 roles for all Owners.

The CEO can assign a supervisory role to an Owner. They will have the title Coordinator. If an additional level of supervision is required, they will be known as Managers. Coordinators and Managers are entitled to a portion of the CEO bonus.

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 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, typically the current 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 and retain the title of CEO.

4.2.3 Bonus

The CEO will receive a fixed percentage of the gross Profit (IRS form 1120-S line 3) they generate for the company as a bonus. This incentivises the CEO to run a lean, efficient business organization.

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 EOSs.

The President and Board of Directors can trigger a Recall Vote by unanimous consent.

Once the vote is required, the President will 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 an Owner who will serve as Interim CEO for a limited term to continue existing business while new SBPs are presented and voted on.

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. The Board of Directors is optional and should only be filled when the management of the Company requires it.

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 revising this Charter. 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 CEO will provide revenue projections based on new and existing business to be included in the report. The report will be made readily available to all Owners. 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 of the dividend will be ordinary business income for the preceding quarter minus retained earnings up to the retained earnings limit. The retained earnings limit will be decided by GRC Vote.

4.3.5 General Fund

The Company's primary cash account is referred to as the General Fund. The Board of Directors provide oversight of the General Fund.

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 determined 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.

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.

4.3.9 Bonus

When the Board of Directors will receive a total bonus and split it equally among them. The funding source and amount will be determined by GRC Vote.

4.3.10 Recall

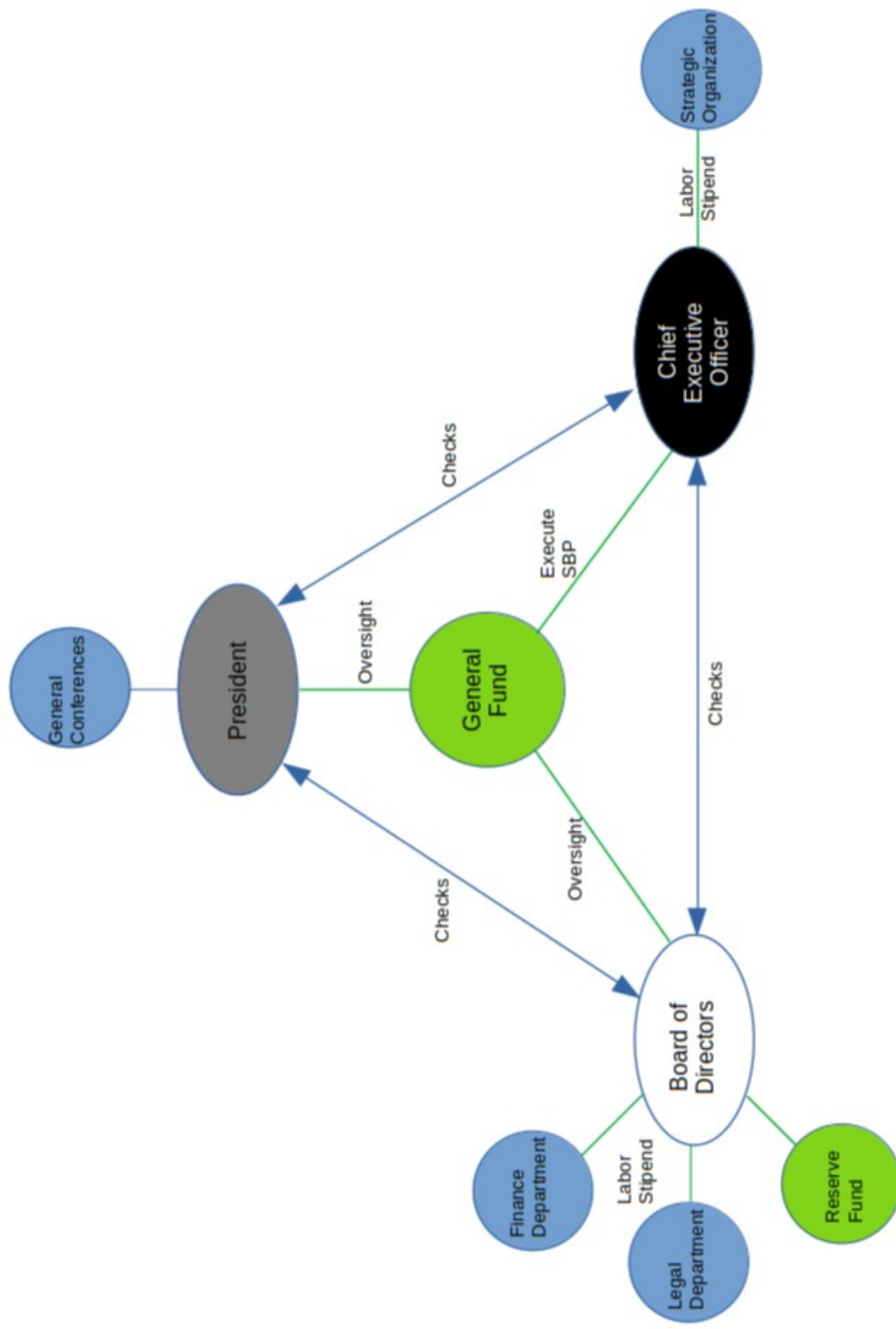
Directors are exempt from Involuntary Ejection while they serve as Director.

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 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 Officers within the Company who ensure continuity of leadership.
Bonus		An additional share of income.
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 disbursement of quarterly business income 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 cash.
General Roll-Call Vote	GRC Vote	A vote procedure where Owners can assign their 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.
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.

Term	Acronym	Definition
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.
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.
Reserve Fund		A secondary cash account that is used to ensure continuity of management.
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 EVS to a <i>yay</i> or a <i>nay</i> on a proposal. The proposal is adopted if the yays exceed a predetermined threshold.

Addendum A – Organization

1. Foundation

Addendum A.1: Foundation

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 the total labor stipend payout.

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 _____% of all gross profits my business plan generates.

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 **\$5000** for the General Fund, allowing us to begin our project. This will be accomplished using a 1 time call for Equity in the amount of \$500/EOS.

Standard Workweek

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

Labor Stipend

The starting labor stipend will be \$25/hour.

Patents

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

Retained Earnings Limit

The starting limit for retained earnings is 30% of ordinary business income.

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 20th day of each month starting January 20th, 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.

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.

21

The Equal Ownership Share is defined in Section 3.2 of the Burrillville Realization Group Organizational Charter.
See Reverse for Text as of the Issue Date

_____ President	_____ Issue Date	_____ Owner	_____ Date
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EOS Number _____

<notary or seal area>

Copy ____ of 2

Burrillville Realization Group EOS Certificate

3.2 Equal Ownership Shares

Our common stock is called Equal Ownership Shares (EOSS) and they are so called because of the limit placed on their ownership: No person may own more than 1.0 EOS. If an owner comes to own more than 1.0 EOS, the excess will be paid out immediately.

Owning an EOS will grant the Owner a corresponding Equal Vote Share (EVS) which is recognized during all Votes in the General Conference (GC). No more than 1.0 EVS will be recognized from any Owner. A partial EOS will include a corresponding partial EVS.

An EOS is an equity claim on the Net Assets of the company. The amount of the claim is the total Net Assets of the Company divided by the number of EOS outstanding.

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

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-S on behalf of the Company.

Item	Current Quarter	YTD	CY<YY> Annualized Projection
Net Receipts (1120-S Line 1c)	<\$>	<\$>	<\$>
Cost of Goods Sold (Line 2)			
Gross Profit (Line 3)			
CEO's Bonus			
Labor Stipend Total			
President's Bonus			
Business Income (Line 21)			

Table 1: Tax Liability Calculations

3. Balance Sheet: Complete the balance sheet from IRS Form 1120-S, Schedule L with end of quarter values and present it here.

4. 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. Report retained earnings and how they compare to the retained earnings limit.

5. EOS Performance: Report the performance of EOS shares for the quarter starting with the table below.

Owner Number	Name	Office Held	EOS Outstanding	EOS Value	Labor-Stipend	Dividend	Bonus
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. Revenue Growth: Report changes in the amount of Revenue received from all sources vs previous quarters. Plot over time as more QRs are completed.

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

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

This template is a starting point. Revise and add information as necessary.

10. Signatures: We undersigned report these results to the Owners 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. Technical data and methodologies must be omitted, focus on the financial picture.>

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: _____