

Integrated Astromechanics Corp. [INMEX]

Corporate Manifesto



Note: In this manifesto and ancillary documents, the terms “employee”, “player” and “pilot” and any of their respective word forms refer to all individuals who operate under an INMEX contract. The term “member” and any of its word forms are used to refer to players who have formally joined INMEX and are on the corporate roster.

I. Preamble

This record describes the principles that govern the operation of Integrated Astromechanics Corp. [INMEX], founder and executor of Zeta Conglomerate <Z-CON>. The main rationale behind the rules and guidelines that follow is to ensure that only players who share a common basic way of thinking will elect to apply for a job within. Everyone who finds it easy to agree with this manifesto will likely be of a similar personality as the remaining employees, a necessary foundation for long-term success and a stable business relationship. In addition, a core set of rules facilitates the entry of new personnel and relieves the leadership of unnecessary micromanagement of routine operations. Therefore, pilots are expected to become and remain familiar with this document throughout their career. Being rather general in nature, this manifesto will be supplemented by auxiliary regulations whenever necessary.

II. Corporate character

Integrated Astromechanics is an industry-focused corporation which aims to operate and function similarly to a real-world business entity. As such, it was created to generate profits, and by means of doing so, accumulate power. We believe that most Eve players ultimately share that goal and that generally, people are not willing to contribute to a larger cause without a clearly defined, tangible benefit for themselves. Therefore we do not require employees to do anything for free or for the mere privilege of being in the corporation, which also means that there is no corporation tax. In all respects, the relationship between the corporation and its workforce is not unlike that of their real-world counterparts: Players seek employment to generate income in exchange for their time and effort

invested into advancing the corporation, which in turn generates profit that is then invested into further growth, higher salaries, even larger profits, increased power, and so forth. This implies that employees will not pay the corporation for organizing events and operations as in tax-supported companies; instead the corporation will pay its employees to do their jobs either autonomously or in concert with others.

III. Current corporate goals

- a) Short-term
 - To develop the logistical capacity and manpower to maintain a stable, self-sustaining and profitable business cycle.
- b) Medium-term
 - To increase our market share and profits as well as to diversify our portfolio with the aim of supporting and fueling military operations of our associates.
- c) Long-term
 - To seek profitable ventures in deep low-sec or outside of empire space.

IV. Corporate Behavior

1. Alternate characters

- Unless authorized by the CEO, employees must not have an alternate character in another player-run corporation that is not a Z-CON associate. Alternate characters in Z-CON associated corporations are generally approved but must be notified to the CEO.
- Simultaneous employment with other player-run corporations requires explicit permission by the CEO.

2. Language

- Employees will use Standard English in official channels and forums as well as their biographies. The use of shorthand, leetspeak, smack talk or any other kind of vulgar language will be minimized.

3. Code of conduct

- Politics, religion and other real-world issues that have the potential of sparking conflict within the corporation will not be discussed in corporation or alliance channels and forums.
- Unless authorized by the CEO, employees will not can flip, ninja salvage, verbally harass, or fire upon other players without provocation.
- Employees are not cleared to engage targets of official Z-CON campaigns or to participate in combat-related operations involving Z-CON associates. If participation in such operations is desired, alts in Z-CON associated or NPC corporations may be used.
- Members will attempt to maintain or regain positive standings with all their agents as well as non-pirate corporations and factions, will not accept missions that require the destruction of assets of any non-pirate faction (faction-kill missions) and may be requested to refrain from running missions for particular corporations or factions in order to obtain a more favorable average corporation standing.
- In order to preserve easy corporation-wide access to jump clones, members must either have no standing or a raw standing greater than 8.00 with Kaalakiota. Existing members whose standing falls outside these limitations will be removed from the corporation roster. Exceptions may be made if and as long as member standings enable INMEX to gain and retain jump-clone access with a different NPC corporation.
- When posting in public channels or forums of any kind, employees will take care not to divulge information that might compromise corporate or alliance security. That includes, but is not limited to, locations of operations, ship types, names of Z-CON associates or personal information about other employees, market activity, and financial status of the corporation. Players will further exercise caution not to make any remarks that may reflect negatively upon the corporation's reputation.
- Employees' biographies must neither contain sensitive information concerning the corporation or alliance nor any morally questionable, immature material.

4. Forum use

- Employees who desire or by their contracts are required to access our forums will register with their full main character name. Alts that are not and have never been a member of Z-CON associated corporations may be registered if desired.
- Custom forum avatars must not be suitable to reveal any information regarding Z-CON associated corporations or characters. Exception: Players may use portraits of the character with whom they are registered.

V. Terms of employment

Applicants will complete a recruitment form and be interviewed by a recruiter. API credentials are to be provided during application; any changes to these credentials must be reported to the CEO forthwith. Applicants showing a current or former Z-CON associate in their employment record may be approved on a case-by-case basis. INMEX does not hire players on trial accounts.

Pilots are recruited to fill particular positions or to execute particular tasks in the corporation vs. just to "be there". The scope of employment is formalized in standard contracts available for public review on our web-site. Employees may operate under multiple contracts as long as each contract can be fulfilled

adequately. Deviations from the standard contracts can be freely negotiated between the employer and the employee and are to remain undisclosed to anyone except the contract signatories. Changes require consent of both parties. If none can be reached, the contract will be terminated.

Players are not required to perform any duties which fall outside the scope of their employment contracts. At the same time, employees are expected to steadily fulfill their contracts on their own initiative without regular express input or direction from the leadership, preferably in cooperation with their colleagues. With the exception of the CEO and unless officially announced otherwise, all employees are hierarchically equal. This, however, should not preclude the workforce from establishing hierarchical structures, positions of responsibility or private business among each other if deemed conducive to work efficiency.

For the purpose of this manifesto, employees exhibit an adequate level of contract fulfillment and thus participation if the time they are effectively investing into their employment contracts or other activities useful to the corporation is not significantly less than stated during initial application. Should a later reduction in time investment be desired, players will notify the CEO who will determine whether affected employment contracts can be upheld. In case no notification is made and/or tangible work outcome drops below a minimum acceptable level to outweigh the security risk associated with a player's employment, the contracts in question will be suspended.

Employees who have had all their contracts suspended are placed on Freelancer status. Freelancers lose their forum privileges, access rights to custom channels and all forms of compensation as well as eligibility to take part in corporation activities. If a satisfactory explanation for a temporarily insufficient level of participation is given in advance, pilots may remain on Freelancer status for one month; this period may be shortened for any subsequent placements on Freelancer status. Employees who appear willing to return to an acceptable level of activity will come off Freelancer status but can be granted or reinstated into security-relevant roles only after a waiting period at least equal in duration to their Freelancer status; in case of an explained Freelancer status this restriction may be waived partially or completely. Employees who cancel their subscription, whose API data turns invalid at any time, who have been on an explained Freelancer status longer than the applicable maximum duration, who are placed on Freelancer status due to an unexplained lack of contribution or who grossly violate the rules set forth in this manifesto may be disassociated or removed from the corporation until a new formal application is made.

VI. Changes

All employees may suggest changes to this manifesto at any time. Alterations must be approved by the CEO.