

## Justice Compass, Ltd. – Operating Agreement

### I. Purpose

This agreement outlines the rights and responsibilities for the owner of Justice Compass, Ltd. (in-game: JusticeCompass).

### II. Definitions

Major Business Decision – Financial transactions beyond day-to-day operational costs, decisions which expand company-owned land or plots, decisions which reform the structure of company management, acquisitions of other companies, mergers with other companies, hiring and firing managerial employees, changing salaries, wages and/or benefits, and other business decisions which fall outside the definition of day-to-day operational decisions.

Minor Business Decision – Day-to-day operational decisions, such as paying employees, paying for advertisements, paying for other similar expenses, and hiring and firing non-managerial employees.

### II. Equity Ownership

The company is owned solely by Dartanboy.

This clause shall be updated if any portion of equity is transferred to another entity.

### III. Governing Choice

If owned by one sole owner:

The sole owner of Justice Compass, Ltd. can make any and all Major and Minor Business Decisions on behalf of Justice Compass, Ltd.

The sole owner shall be permitted to delegate any Major or Minor Business Decision-making responsibilities to any employee of Justice Compass, Ltd. in the form of a written employment contract.

If owned by two or more players sharing ownership equally:

The owners of Justice Compass, Ltd. must come to an agreement where more than 50% of the owners agree on Major Business Decisions. Minor Business Decisions shall be decided by either Owner, or an appointed employee.

Upon coming to an agreement with more than 50% of owners of Justice Compass, Ltd, the Owners shall be permitted to delegate any Major or Minor Business Decision-making responsibilities to any employee of Justice Compass, Ltd. in the form of a written employment contract.

### IV. Transfer of Equity/Ownership

At the time of writing, Justice Compass, Ltd. is owned solely by Dartanboy, however, in the future he may choose to transfer all or some of the company to another entity. This shall only be done via a written contract. All equity in Justice Compass, Ltd. will always either be held by a

sole owner, or split evenly among several owners. No owner will have a larger share of Justice Compass, Ltd. than any other owner.

#### V. Other Operational Procedures

Justice Compass, Ltd. will provide quarterly revenue, profit, and expense analysis to all owners when there is more than one owner.

Justice Compass, Ltd. may additionally do business under the following names:

- Justice Compass
- JusticeCompass
- Justice Compass Law Firm

#### VI. Indemnification

The Owner(s) and Employee(s) who make Major or Minor Business Decisions shall not be held personally liable in the event of legal or financial issues arising from business operations, except in cases of willful negligence and where required by applicable law.

#### VII. Amendment

This agreement may be amended by agreement of more than 50% of owners.