

Uncommon Decency

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1 Corporate Objectives

The objectives of this corporation are as follows:

1. To create an environment of mutual co-operation in order to facilitate growth as individuals and group alike.
2. To promote advancement through skill training and assistance with the acquisition of assets, both as individuals and as a corporation.
3. To provide an environment of mutual protection.
4. To achieve a minimum balanced faction standing with both the *Amarr* and *Caldari* factions of no less than 5.0.

2 Board of Directors

Uncommon Decency (herein referred to as DUCY) shall be governed by a Board of Directors composed of the following roles:

1. Chief Executive Officer (CEO)
2. Director of Mining
3. Director of Militia
4. Director of Marketing

The suggested skills, duties and responsibilities of each director are as follows:

2.1 Chief Executive Officer

Minimum skill requirements:

Skill	Level
Corporation Management	5
Ethnic Relations	4
Anchoring	3
Megacorp Management	1

Further tasks and requirements:

1. A full working knowledge of *all* aspects of the corporation.
2. Oversight of all DUCY operations
3. Disbursement of corporation funds from the master wallet to division wallets based on need.
4. Acceptance or denial of new corporation members, based on recommendations from the appropriate division director.
5. Interaction with other corporations and alliances, based on recommendations from the corporation diplomat and appropriate division director.

2.2 Director of Mining

Minimum skill requirements:

Skill	Level
Mining	5
Mining Upgrades	4
Ice Harvesting	4
Gas Cloud Harvesting	4
Refining	5
Refining Efficiency	4
Exhumer	4
Mining Barge	5
Leadership	5
Wing Command	3

Further tasks and requirements:

1. Oversight of all mining division operations of DUCY.
2. Organization and scheduling of mining operations (herein referred to as "mining ops")
3. Development of training program and fittings for corporation members to maximize potential.
4. Organization of mining fleets, based on corporation member skills and abilities.
5. Disbursement of mining assets to corporation miners and divisions based on need.

2.3 Director of Manufacturing

Minimum skill requirements:

Skill	Level
Industry	5
Mass Production	5
Advanced Mass Production	1
Production Efficiency	4
Supply Chain Management	2
Leadership	5

Further tasks and requirements:

1. Oversight of all manufacturing division operations of DUCY.
2. Organization and placement of manufacturing orders for corporation members and market sales.

3. Development of training program for corporation members to maximize their manufacturing potential.
4. Disbursement of corporation manufacturing assets to corporation members based on need.

2.4 Director of Militia

Minimum skill requirements:

Skill	Level
Leadership	5
Wing Command	3
Armored Warfare	4
Information Warfare	4
Siege Warfare	4
Skirmish Warfare	4

Further tasks and requirements:

1. Oversight of all militia division operations of DUCY.
2. Organization and scheduling of mission/pvp/fleet combat operations (herein referred to as "combat ops")
3. Development of training program and fittings for corporation members to maximize their combat capabilities.
4. Organization of militia fleets, based on corporate member skills and abilities.
5. Disbursement of corporate militia assets to corporate members based on need.

2.5 Director of Marketing

Minimum skill requirements:

Skill	Level
Accounting	2
Broker Relations	5
Contracting	5
Corporation Contracting	2
Daytrading	2
Margin Trading	2
Marketing	3
Procurement	2
Retail	5
Trade	5
Wholesale	5

Further tasks and requirements:

1. Oversight of all corporate market and trade activities on behalf of DUCY.
2. Development of training program for corporate members to maximize marketing and trade potential.
3. Responsibility for the establishment and maintenance of trade contacts with other corporations.
4. Responsibility for the maintenance and implementation of corporate purchase plans in regard to corporate owned ships, equipment et cetera.
5. Responsibility for the creation of buy/sell orders with the purpose of corporate asset acquisition in the form of ships, equipment et cetera and liquidation of corporate assets in the form of ships, equipment et cetera to acquire ISK.

3 Officers

To assist the Board of Directors in their duties, the following officer positions shall be in effect:

3.1 Diplomat

The corporation diplomat reports directly to the Board of Directors. He is responsible for maintaining communication and negotiations with other corporations and alliances on behalf of DUCY and the management of the corporation forum, Facebook® and website.

3.2 Recruiting Officer

The recruiting officer refers prospective applications to the proper divisional director. He is responsible for recruiting and presenting prospective applicants, based on corporate requirements, for consideration by the appropriate divisional director.

3.3 Security Officer

The security officer reports directly to the Board of Directors through the CEO. He is responsible for:

1. Investigation and presentation of evidence, or lack thereof, of any claims of malfeasance to a duly constituted hearing board.
2. Investigation and presentation of evidence, or lack thereof, of any claims of corporate spying directly to the Board of Directors.

3.4 Base Manager (Divisional)

The base manager (divisional) reports directly to his divisional director. He assists his respective director in maintaining functionality of the specific division within the assigned base.

3.5 Base Manager (POS)

The base manager (POS) reports directly to the Board of Directors through the CEO. He oversees the operation and performance of all aspects associated with a POS.

3.6 Fleet Commander

The fleet commander reports directly to his divisional director. He is responsible for the formation and performance of the assigned fleet based on fleet member skills and abilities.

4 Divisions

DUCY will be composed of a mining division, a manufacturing division, a militia division and a marketing/trade division, each controlled and supervised by its respective divisional director.

Each division shall have it's own division wallet. Once each division wallet has reached a balance needed and agreed upon by the directors and officers, all profit is to be transfered to the master wallet and/or special projects as seen fit by the CEO. If the divisional wallet drops below the needed minimum balance, all profits gained by that division will remain with the divisional wallet until balance has once again been achieved. At this time transferring profits to the master wallet can be continued.

5 Membership

5.1 Application to join

Any player applying to join DUCY must provide the following information in their application:

1. The referring corporate members name, if any.
2. Limited API and information needed to access said API.
3. A brief motivation for his aspiring membership.
4. His location and/or timezone.

Any application that does not contain this information will be declined without further notice.

5.2 Corporate Membership

5.2.1 Newly accepted corporate members

Newly accepted corporate members shall be on a 30 day "probationary" status, during which time they are required to discuss and implement any skill plans with their designated skill trainer. They should also exhibit a willingness to participate in corporate operations, as well as finish any and all tutorials and/or Epic Arc missions (if applicable) as soon as possible. Once the 30 day probationary status has expired, the player shall be promoted or expelled based on recommendation of his skill trainer. If a probationary member fails to meet expected requirements due to "extenuating circumstances", a 30 day extended probationary status will be granted based on recommendation of his skill trainer and with the approval of the appropriate divisional director. The player will be expelled from the corporation when he still fails to meet the expected requirements within this extra 30 day period.

5.2.2 Continued corporate membership

Continued corporate membership is based on active participation within the corporation. Active participation is defined as follows:

1. Attendance and participation in no less than one corporate operation within a four week period.
2. Being of assistance to other corporate members when needed.
3. Participation in discussions concerning corporate objectives, activities and training in the corporate chat channel.

Failing to meet any or all of these membership requirements will result in being placed on probationary status for no longer than 30 days unless a satisfactory explanation is provided. If during this 30 day period the corporate member has not made an effort to rectify the situation or no acceptable explanation for continued non-participation has been provided, the corporate member will be expelled from the corporation.

5.3 Summary: Expulsion from corporation

The following is grounds for immediate expulsion from the corporation:

1. Belligerence of any type towards another corporation member.
2. Deliberate incitement of another corporations membership with the possible result of creating an undesirable relationship with DUCY by that corporation.
3. Spying.

4. Soliciting ISK from corporate members, in local chat, private IM or any other form from any other players.
5. Theft or corporate assets.
6. Use or suspected use of any type of macro-tools for the expressed purpose of defeating the game mechanics. (Those suspected of macro-mining or using any other type of macro-software will also be reported to CCP for violation of the EULA.)
7. Insubordination.

6 Assets

All corporate assets are the sole property of the corporation and are for the benefit of the corporation. Disbursement of assets is at the sole direction of the Board of Directors. Use of corporate assets by a corporate member for the purpose of profit will result in said profit being split 50/50 between the corporate member and the corporation.

7 Corporate Tax

Corporate tax will be set at a base 5% until the corporation has obtained a master wallet balance of no less than 5 billion ISK minimum balance, at which time the corporation tax shall be reduced to 1%. However, if the master wallet drops below 5 billion ISK, the corporate tax will be returned to 5% until such time as the master wallet has achieved the 5 billion ISK minimum balance. Miners are taxed at the discretion of the Board of Directors and upheld by the mining director. Ore tax is never to exceed 30% at any time.

8 Revisions of By-laws

It is recognized that a vital corporation is not a static entity but grows and evolves based on needs and requirements. Therefore it's by-laws must also grow and evolve. Proposed revisions of the corporate by-laws are to be presented to the Board of Directors for consideration by the CEO. A proposed revision must be ratified by an unanimous approval of the Board of Directors, excluding the CEO. In the event a proposed revision does meet the approval of the Board of Directors, it is tabled for no less than 14 days, but no longer than 30 days, at which time the CEO has sole discretion to present the proposed revision for a second consideration. In the event a proposed revision fails a second consideration by the Board of Directors, the CEO can, at their sole discretion, present the proposed revision to the corporate membership for review and poll. Said review and poll shall be for no less than seven days, but no more than 14 days to allow corporate members to respond to the poll. A minimum 80% approval

of all votes cast by the corporate membership is required to pass the proposed revision. In the event a by-law becomes outdated, outmoded or results in a negative impact on the corporation, said by-law can be repealed with approval of two directors and the CEO.

9 Appointment/removal of Corporate Executive Officers

9.1 CEO

Anyone can apply for the position of CEO, given they meet the requirements detailed in the [CEO requirements section](#). Any corporate member applying for CEO must be approved by three members of the Board of Directors. Once approved by the Board of Directors, the corporate membership must approve appointment by no less than 80% by poll. Said poll must last no less than seven days and no more than 14 days. The CEO can be removed from office for "failure to perform duties of office" only by an unanimous vote of the Board of Directors. In the event the incumbent CEO is voted out of office, the CEO can petition for corporate membership hearing if he feels the vote was unjustified. This is detailed in the [petition for corporate membership hearing section](#). In the event a CEO wishes to resign, the outgoing CEO may appoint a temporary CEO for approval by the Board of Directors, until the Board of Directors can present a new CEO for consideration or until a corporate member has applied for CEO.

9.2 Divisional directors

Divisional directors are appointed by the CEO based on appropriate skills and ability. In the event a divisional director fails to perform his duties, he can be removed by one of the following means:

1. Removal by the CEO.
2. Removal by approval of all remaining divisional directors.
3. Removal by a majority (80%) vote of the divisional corporate membership.

In the event a divisional director has been removed from his position, he can petition for corporate membership hearing if he feels the removal was unjustified. This is detailed in the [petition for corporate membership hearing section](#).

9.3 Petition for corporate membership hearing

A corporate executive management member (CEMM) may petition the corporate membership for a hearing if he feels he has been removed by unjustified and/or unjustifiable means. Said petition should take precedence over all other

corporate concerns. In the event of a corporate membership hearing, the corporate security officer must make an investigation of facts or lack thereof a priority. Said investigation is to be conducted in as expedient and timely a manner as possible. During the investigation, the CEMM will prepare his defense. Once the investigation is complete, the corporate security officer will present any and all evidence to the hearing board. In the event the CEMM is the CEO, a board is to be appointed, consisting of two corporate members from each division to be chosen by the members of the respective division. Divisional directors are excluded from this process. Once the board has been appointed, its members will choose one corporate member to sit as "chairperson". The chairpersons duty is to preside over the hearing in accordance with **Roberts Rules of Order**. Furthermore, in the event of a split vote the chairperson will cast the deciding vote. No CEMM may be chosen to sit on the hearing board. In the event the CEMM is a divisional director, the board is composed of the divisional corporate membership (not the entire corporate membership) in the same manner as the board for the CEO. Once a hearing has been concluded and a decision has been reached, the judgement of the hearing board is final. There is no further appeal.

10 Location

DUCY is an Amarr Faction Space based corporation and shall remain in Amarr Faction Space until the Board of Directors is presented with a more viable option and unanimously agrees to relocating to said option. Corporate members are required to relocate to within 10 jumps of the assigned base.

11 Declaration of War

Declaration of war is legitimate way for corporations to engage in PVP combat in high security space. Declarations of war are made with several goals in mind, including territory, prestige and ISK. The primary reason however is killing war targets for the corporation killboard. In the event war is declared on DUCY, the following procedures shall take immediate effect and be enforced without hesitation. There is a 24 hour period between the declaration of war and the war going into effect. The corporate membership has that timeframe to institute and comply with these policies. Any corporate member who fails to do so will be expelled from the corporation immediately.

1. The director of militia assumes immediate authority over the corporation for the duration of the war.
2. All non-combat corporate members are to relocate to a "safe system" designated by the director of militia, and ground all non-combat ships for the duration of the war unless directed otherwise.

3. All identified members of the opponent corporation as well as the opponent corporation itself are to be added to the corporate members contacts under "terrible standing". They are also to be placed on the watchlist to keep track of their online time.
4. No solo mining or missioning under *any* circumstances.
5. All corporate designated combat pilots are to immediately report to their designated superior for instructions.
6. If a corporate member leaves DUCY during the war, he can not rejoin until the war is over or seven days have passed. This does not apply to mutual wars.

War shedding is no longer possible. Corporations that are at war will continue to be so, regardless of joining or leaving alliances.