

Organization DROW

EVE Team Policy Statement 04-2007

**Micco Skywatcher
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I. INTRODUCTION

1. Welcome to Organization DROW. This team policy statement is intended to provide our current and future members with information about the team, what being a member means, and how our day to day operations will be carried out in both Empire and 0.0 space.

II. MISSION STATEMENT

1. DROW is a “gaming organization” that emphasizes team based play. We value teamwork and integrity in all matters. We value each and every member of the team and the skills and abilities that they bring to the group. We provide a friendly atmosphere where every player’s opinion is valued and their ideas considered and respected. We are a team in all things.

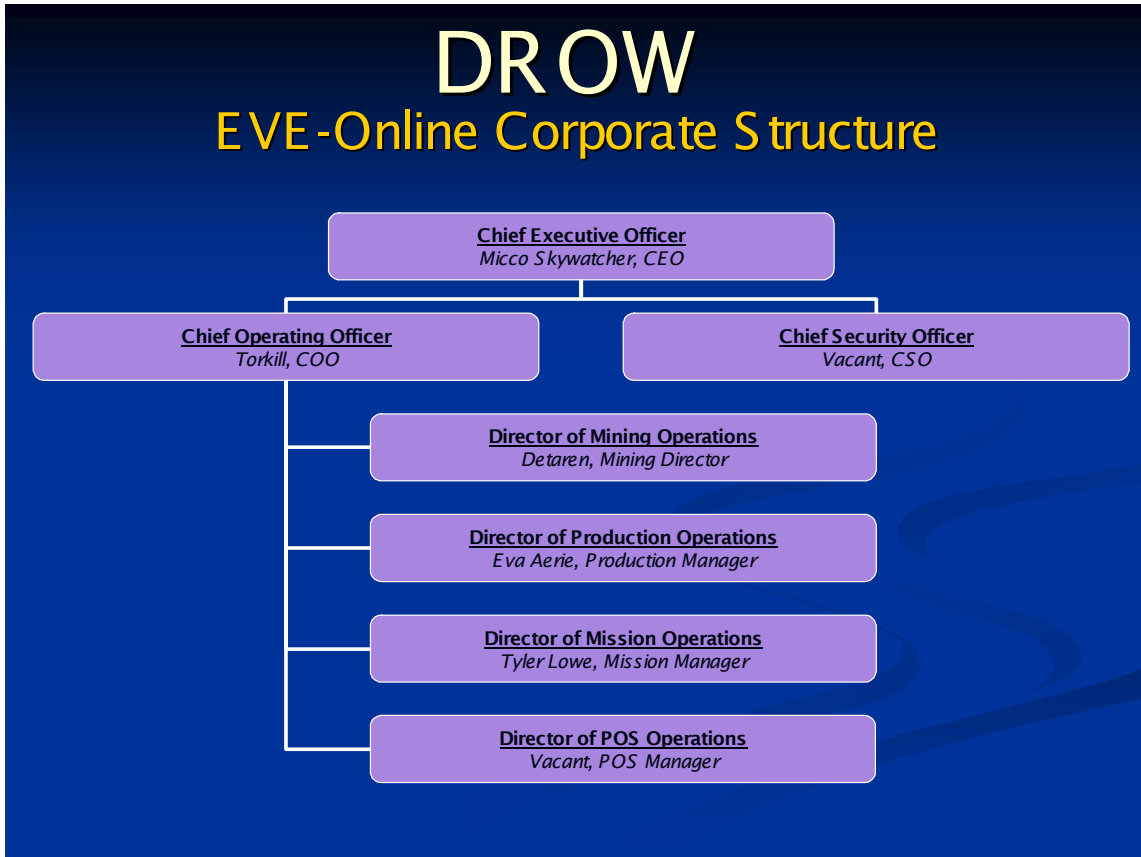
DROW in EVE is a for-profit, anti-pirate organization, concentrating on manufacturing, combating piracy, mining, and POS management. Our goal is to make a significant impact on both the security and the market in or near our home systems, by increasing the variety of available goods on the market, attracting commerce, and creating a safe environment for trade through active policing of our systems and surrounding space.

III. VISION STATEMENT

1. DROW will provide a team based and friendly atmosphere for new players entering the game as well as existing players of all experience levels. We seek to excel in the mining and manufacturing aspects of EVE and become known more for what we build and provide than for what we destroy. We will vigorously defend that which we create. We will provide varied experiences for players both new and old. We will provide participatory events as well as provide support and guidance to all members.

IV. CORPORATE STRUCTURE

1. SENIOR MANAGEMENT



2. OFFICERS

A. CHIEF EXECUTIVE OFFICER (CEO)

- i) The Chief Executive Officer is the highest ranking management officer in the corporation. The CEO has final decision over all corporate financial operations, security operations, production operations, mining operations, public relations, and any other corporate decisions.

B. CHIEF OPERATING OFFICER (COO)

- i) The Chief Operating Officer is the management officer responsible for the day-to-day activities of the corporation. The COO monitors the daily operations of the corporation and reports directly to the CEO. The COO is responsible for the design, operation, and improvement of all divisions that create and deliver the corporation's products and services.

C. CHIEF SECURITY OFFICER (CSO)

- i) The Chief Security Officer has ultimate authority over the Security Division. The CSO has significant responsibilities, duties, and powers that involve the protection of all corporate assets. This includes protection against piracy and acts of war, as well as assigning Combat Air Patrols (CAP) to provide protection for mining and hauling operations.

D. DIRECTOR OF MINING OPERATIONS (MINING DIRECTOR)

- i) The Director of Mining Operations is responsible for managing all corporate mining operations. The Mining Director will also be responsible for managing all hauling needs of the corporation. The Mining Director is responsible for maintaining a sufficient supply of minerals to meet the production needs of the Production Manager.

E. DIRECTOR OF PRODUCTION OPERATIONS (PRODUCTION MANAGER)

- i) The Director of Production Operations is the highest ranking person in the Production Division. The Production Manager must have detailed knowledge of all aspects of the research and manufacturing disciplines, including a thorough understanding of the interaction of these disciplines during the production process. This involves dealing with matters ranging from the procurement of blueprints and minerals, to blueprint research and the marketing of products.

F. DIRECTOR OF POS OPERATIONS (POS MANAGER)

- i) The Director of POS Operations is responsible for managing all Player Owned Structures (POS) operated by the Corporation. The POS Manager's role is to ensure that everything is available and operating properly at the POS's for the other divisions to perform their required tasks. The POS Manager will manage the fuel supply needed to operate each POS and coordinate the hauling of fuel and POS supplies and products with the Mining Director, Production Manager, and Chief Security Officer.

G. DIRECTOR OF MISSION OPERATIONS (MISSION MANAGER)

- i) The Director of Mission Operations is responsible for managing all members of the Missioning Division. The Mission Manager will determine what missions are run in order to improve corporation standings for jump clones and

refining efficiency, generate income for the corporation and collect equipment and salvage to support corporation operations. The Mission Manager will select qualified pilots for missions critical to the team goals.

3. DIVISIONS

A. MINING

- i) Members of the Mining Division include both miners and haulers. The miners are responsible for mining the ores needed to supply the Production Division with the minerals needed for the production of ships, equipment, and ammunition. The haulers will be responsible with hauling ores and minerals to manufacturing facilities. They will also be responsible for hauling POS fuels to corporate POS's and hauling any materials produced by corporate POS's as coordinated with the POS Manager.

B. PRODUCTION

- i) Members of the Production Division include researchers, manufacturers, and marketing specialists. Select researchers are responsible for researching corporate blueprint originals (BPO) to improve manufacturing efficiency. These scientists also produce copies of researched BPO's to be used by corporate manufacturers. The manufacturers use corporate minerals and blueprints to produce supplies for all corporate members. The market specialists will sell select products on the public market for corporate profit.

C. SECURITY

- i) Members of the Security Division include combat pilots which are responsible for providing protection for mining and hauling operations, defending corporate POS's, and warding off pirates and war targets. The Chief Security Officer will select qualified Fleet, Wing, and Squadron Commanders. These commanders will be responsible for organizing and coordinating combat gangs to perform the above tasks.

D. MISSIONING

- i) Members of the Missioning Division include all pilots engaged in running missions to improve corporation standings, etc. These pilots are responsible for improving corporation standings for both jump clones and refining efficiency, collecting money for the corporation wallet,

collecting gear and salvage for corporation operations. The Mission Manager will select qualified pilots for missions critical to the team goals.

V. RULES OF ENGAGEMENT (ROE)

1. A DROW member may only target or fire on another player-controlled vessel when or if:
 - A. **TARGETING:** You may target a player-controlled vessel when:
 - i) You are yourself targeted.
 - ii) There is a significant threat to a current DROW asset
 - iii) A neutral (gray) or - standing (orange/red) entity is acting in a way easily interpreted as threatening
 - iv) Another DROW member has been locked or fired upon
 - v) You come across valid war targets or -10 standing (flashing red/KOS) entities.
 - vi) If at any time you are targeted by a +5 or +10 (blue) entity, attempt to escape. If you are targeted, announce in local and in the appropriate intelligence channel that you have been targeted and by whom. If the targeting continues, or the ship engages, you are authorized to lock on and engage the targeting ship.
 - B. **ENGAGING:** You may fire upon a player-controlled vessel when or if:
 - i) You are yourself fired upon.
 - ii) A fellow DROW member is fired upon.
 - iii) You come across valid war targets or -10 standing (flashing red/KOS) entities.
 - iv) You are locked by a neutral (gray) or - standing (orange/red) entity and are certain of aggressive intent.
 - v) If you are engaged by a +5 or +10 (blue) entity, announce in local and the appropriate intelligence channel that you are being engaged and by whom.
 - C. **PODDING:** You may open fire upon a pod when or if:
 - i) The pod has a below 0 standing with DROW.
 - ii) The pod is from a ship that was destroyed during anti-piracy or asset protection operations as a result of DROW activity.
 - iii) The pod has a 0 standing and is suspected of scouting for a potentially hostile force.
 - iv) Under **NO** circumstances are you to engage or destroy a pod with 0.1 or better standing with DROW.

VI. CORPORATE POLICY

1. PERSONAL SECURITY

- A. **Your personal security is your own responsibility.** If you lose a ship due to your own lack of attention or ill advised actions, do not expect the corporation to replace your losses. If you lose a ship as a result of a team sponsored event or in the act of protecting team assets, replacement of as much equipment as practical will be available to you.
- B. If you need help in performing a task or mission, ask for it. If you are available when a request is made in the corporation channel, your priority as a member of the team should be to help protect team assets. **Our success or failure depends on us operating as a team. Help your fellow members if you expect them to help you in the future.**

2. GENERAL CORPORATE POLICY

- A. If at any time there is any doubt as to the rules of engagement, attempt to avoid the engagement. In the majority of situations, waiting to consult a superior will end up with you in your pod. Make good choices or avoid the situation if at all possible.
- B. If at any time there is any doubt as to the meaning of any policy, or any segment of policy, consult a superior for clarification before undertaking any action which may or may not be in conflict with other policy items.
- C. If a team member requests help, it is **YOUR** responsibility to try and assist him.
- D. If you need help, it is **YOUR** responsibility to request it.
- E. If a member of another corporation is noted to be involved in ore theft or high sec piracy, please inform an officer or the CEO by private mail or corporation mail so that the offending individual can be set to negative standing to the corporation. Should a history of piracy and theft be noted by several members of the same corporation, the Corporation will be set to negative standing.
- F. Engaging in **ANY** form of piracy will result in **IMMEDIATE** removal from the team. Piracy, as defined in this document, refers to taking any item, by force or deception, from a person or corporation with neutral or positive standings to DROW. The

range of activities that this encompasses is pretty broad, but if you have to think about whether it is “stealing” or “robbery” the action is probably not something you should be doing.

- G.** Involvement in team events is encouraged. Please contact a corporate officer or superior if you can't make the event.
- H.** Unless specifically identified as pirates, or as noted in the ROE above, neutrals (gray) will **NOT** be fired upon.
- I.** Smack talk in local against war targets or pirates is specifically **PROHIBITED**.
- J.** Harassment of war targets or pirates verbally in local or in e-mail form is specifically **PROHIBITED**.

3. FRIENDLY FIRE POLICY

- A.** If at any time you are in an incident with a +5 or +10 (blue) entity, log all conversations, character names, corporation names, and as much detail on the circumstances surrounding the incident as possible, and pass them on to a superior.
- B.** If there is an incident with any neutral (gray) entity, log the appropriate corporation, pilot's name, and the circumstances surrounding the incident and keep them until such time as 30 days have passed or you pass them on to a superior.
- C.** Should an attack be made on you by a corporation that is set to positive standings, you have the option to refrain from aggressive actions in the hope of not increasing the risk of damage. In that situation, a request will be made to the offending corporation to replace the assets lost in the encounter. Should the offending corporation choose not to replace or provide other compensation the team will attempt to replace the items to the extent possible. Should the offending corporation choose not to compensate the loss, the refusal will be factored into Corporation standings.

4. JOINING ANTI-PIRATE GANGS

- A.** Unless there are extenuating circumstances, **DO NOT** join any gangs that are lead by corporations that are not set to positive standings with DROW. Do not get involved with attacks on targets that are not specifically set to negative standing with DROW. If there is any doubt, ask a superior officer or make your best judgment call at that time. Remember that your actions

could have far reaching consequences on the team, so always err on the side of caution.

- B.** Refrain from joining any gang that is not participating in anti-pirate activity that is lead by any corporation that does not have positive standings with DROW, unless you are engaged in defense of team assets. Remember that your actions could have far reaching consequences on the team, so always err on the side of caution.

5. CORPORATE ACTIVITY

- A.** All players with the status of Petty Officer / Prospector or above must try to remain **ACTIVE** and participate in team activities.
 - i)** If you are inactive for a period extending beyond two weeks, please notify your commanding officer regarding the period of absence.
 - ii)** All Recruits that remain inactive for any period of time beyond two weeks without the prior notification of at least Commander may be terminated or demoted at any point in order to reduce the impact on corporation standings or other activities.
- B.** If you are uncomfortable with your current roles/responsibilities or rank, please contact a director or the CEO and ask to be re-assigned. The team lives and dies on the active contributions of its members, and if it is all possible to reassign you to something more suitable, we would prefer that rather than losing your valued assistance.
- C.** In an effort to promote maximum involvement in team activities, dual operations (i.e. high sec mining and low sec raiting/ anti-pirate ops) will be run whenever possible. Additional team activities should be proposed by team members to generate interest for all of our members. The number of operations conducted on a given day should be limited so as not to spread assets too thinly.

6. LEAVES OF ABSENCE

- A. Because we do recognize that EVE is, after all, just a game we understand that you need to **HAVE FUN** and enjoy your time as part of the team. If you simply need a break to refill your personal wallet, run some agent missions, etc., or simply take a break to pursue other goals, please contact an officer with the duration of your leave and your intended return date.

7. CORPORATE INSURANCE PROGRAM (CIP)

- A. The CIP is intended to allow our pilots to concentrate on the important things in game, such as making money and providing help where help is needed. Therefore, all team members are encouraged to participate in the CIP. The mechanics of the CIP are simple.
 - i) Member purchases ship that they need/want.
 - ii) Member trades ship to officer at team office location or moves it to the Ship Dock in the Corporate Hangar.
 - iii) Corp officer insures ship in corporate office hangar (which is the only way that team funds can normally be used to insure an item) and trades back to member.
 - iv) Member flies away with Corp insured ship.
 - a. **DO NOT** repack the ship, as this will void the insurance policy.
 - v) If the member loses a ship, the corporate wallet is credited with the amount of insurance. The insurance payment is then returned to the member minus the cost of insurance and a 1% (of the insurance cost) handling fee. This program is available to **ALL** members, including Recruits, immediately upon entry.

8. PROFIT SHARING PROGRAM (PSP)

- A. The PSP is intended to reward our members for helping the corporation to prosper. Without each and every one of our member's help, DROW would not be able to achieve our corporate goals.
- B. Corporate shares will be handed out according to the rank of each member. Please refer to Section VII.2 for details on the number of shares for each rank.
- C. Shareholders are entitled to monthly payouts according to the Profit Sharing Program.

- i) All corporate sales equal to or greater than 25,000,000 ISK qualify for the PSP.
- ii) At the end of each month, all qualifying sales will be added up, and then 1% of this total will be divided by the total number of distributed shares.
- iii) Each shareholder will receive the amount above for each share owned.

9. CORPORATE ASSETS

- A.** DROW will build, acquire, or purchase modules, ammunition, drones, or ships for team use. These are not to be used for personal profit, unless specifically authorized by a Director or CEO. Any non-authorized use of star base equipment by any member may be considered grounds for immediate expulsion from the team.

- B.** If you lose a shipment, ship, or other property of the team, don't panic. Explain the circumstances to a higher ranked member, and once a review has been completed that officer will inform you of one of the following:
 - i) That the loss was unavoidable, or that you took all reasonable precautions against it, in which case the loss will be considered forgiven.
 - ii) That the loss was preventable, or as a direct result of your own action or inaction, and that reimbursement is necessary. Reimbursement will be negotiable depending on the type of loss (i.e. mining barge, industrial ship, fuel shipment, goods for sale), the value, its impact on the corporation, and consideration will be given to your personal financial position.

10. ASSETS OF OTHER MEMBERS

- A.** Please respect the ownership of others in the team. If you need to use a ship, module, ammo, or drone that belongs to another member, please consult with them, or with an officer. Please return the item in the condition it was given to you, or provide compensation to the member should it be lost or damaged beyond your ability to repair.

11. CORPORATE EVENTS & OPERATIONS

- A. **Participation in scheduled Corporate Events is encouraged, but NOT mandatory.** Events may include hauling, pirate hunting, mission running, mining, complex runs, or any other event scheduled by management. **We need YOUR input on what events would be fun for you, so please post your event suggestions in the “Suggestion Box” on the forums.**
- B. All regularly scheduled Corporate Events will be scheduled on the Team Calendar, posted to the DROW Forums, and/or sent via Corporate EVE-mail in game. Please check the Team Calendar and DROW Forums regularly to view any additions, changes, or details about upcoming events.
- C. In an effort to encourage maximum involvement in team activities, dual operations (i.e. high sec mining and low sec ridding/ anti-pirate ops) will be run whenever possible. Additional team activities should be proposed by team members to generate interest for all of our members. The number of operations conducted on a given day should be limited so as not to spread assets too thinly.
- D. Team Combat Training Events will be held to increase our ability to effectively deal with war dec targets and piracy. These training events will be announced in advance and will involve “live fire” exercises for the personnel involved. Ships and equipment will be provided by the team for these events.

12. COMMUNICATIONS POLICY

- A. All other players must be treated with respect and courtesy while you are a member of the team. You are **NOT** to engage in smack talk (in local or in conversations or channels), to insult other players, to YELL, spam, or otherwise disrupt corporate or alliance communications.
- B. Do **NOT** use corporate mail unless it is in regards to a diplomatic incident, question, an attack on our assets, updates on your status, questions related to equipment or ships, or bulletins that concern all corporation members.
- C. Corporation mail will be cleaned out on a weekly or bi-weekly basis. All old items will be copied/ transferred to the Team Forums prior to deletion. Items of general interest will be combined into a single post for future reference.

- D.** EVE-mail and conversation requests should be used for all other communications outside of the standard chat channels.
- E.** Please refrain from posting in any EVE-related forum topic regarding corporate or alliance politics, issues regarding political dealings, or any other topic that may negatively influence public perception of the corporation. Posts of an informative or helpful nature are always encouraged, again unless they negatively impact the public perception of the team or are inherently political in nature.
- F.** A team “Hot Topics” post will be distributed by in game mail on a weekly basis (to the extent possible) that will cover recent developments, updates on issues and other items of general interest to the team.

13. DISCIPLINE

- A.** If you have any problems with another member, or notice that any team member has breached any listed policy, please contact an officer.
- B.** Any member accused of breaching policy will be suspended from any corporation-critical duties and have roles reduced, pending an investigation into their conduct by management. Any member found to have breached any policy item may be demoted, reassigned, or terminated following sufficient notice depending on the severity of the incident.

14. REQUESTS OF MANAGEMENT

- A.** The management recognizes that EVE-Online is a game, and that Real Life takes priority. Any reasonable request to management will be entertained and considered, and accepted unless it has a significantly adverse impact on corporate operations or goals.

VII. CORPORATE HANGAR ORGANIZATION

1. The following are a list of the corporate hangars and their purposes:

A. DIVISION 1: *Production Materials*

- i) **No Access:** Spacer/ Surveyor & below
- ii) **View Access:** Petty Officer / Prospector & above
- iii) **Full Access:** Lieutenant/ Lead Prospector & above
- iv) **Hangar Contents:**
 - a. Corporate Minerals
 - b. Salvage Items
 - c. Manufacturing Tools
 - d. POS Fuels

B. DIVISION 2: *Blueprint Copies*

- i) **No Access:** Spacer/ Surveyor & below
- ii) **View Access:** Petty Officer/ Prospector & above
- iii) **Full Access:** Commander & above
- iv) **Hangar Contents:**
 - a. Corporate BPC's

C. DIVISION 3: *Restricted Access*

- i) **No Access:** Spacer/ Surveyor & below
- ii) **View Access:** Petty Officer/ Prospector & above
- iii) **Full Access:** Director & above
- iv) **Hangar Contents:**
 - a. Corporate BPO's
 - b. Corporate Items for Resale
 - c. Faction & T2 Gear
 - d. Implants
 - e. Member BPO's (On loan for Corporate use)
 - f. Raw Materials
 - g. Skill Books (Rare)

D. DIVISION 4: *Weapons & Ammo*

- i) **No Access:** n/a
- ii) **View Access:** n/a
- iii) **Full Access:** Recruit/ Rockhound* & above
- iv) **Hangar Contents:**
 - a. Cap Booster Charges
 - b. Drones Hybrid Turrets
 - c. Doomsday Devices
 - d. Frequency Crystals
 - e. Hybrid Charges
 - f. Hybrid Turrets
 - g. Laser Turrets
 - h. Missiles

- i.** Missile Launchers
- j.** Mining Crystals
- k.** Mining Lasers
- l.** Projectile Ammo
- m.** Projectile Turrets
- n.** Scan Probes
- o.** Smart Bombs
- p.** Warp Bubbles

E. DIVISION 5: *Ship Equipment*

- i) No Access:** n/a
- ii) View Access:** n/a
- iii) Full Access:** Recruit/Rockhound* & above
- iv) Hangar Contents:**
 - a.** Drone Upgrades
 - b.** Electronic Warfare
 - c.** Electronics & Sensors
 - d.** Engineering
 - e.** Gang Assist Modules
 - f.** Hull & Armor
 - g.** Mining Upgrades
 - h.** Propulsion
 - i.** Shields
 - j.** Ship Rigs
 - k.** Weapon Upgrades

F. DIVISION 6: *Trade & Misc. Items*

- i) No Access:** n/a
- ii) View Access:** n/a
- iii) Full Access:** Recruit/ Rockhound* & above
- iv) Hangar Contents:**
 - a.** Consumer Goods
 - b.** Skill Books (Common)
 - c.** Tags & Ship Logs
 - d.** Trade Goods

G. DIVISION 7: *Ship Dock*

- i) No Access:** Recruit/ Rockhound
- ii) View Access:** n/a
- iii) Full Access:** Spacer/ Surveyor & above
- iv) Hangar Contents:**
 - a.** Corporate Ships

VIII. CORPORATE ORGANIZATION

1. RANK STRUCTURE

- A. There are a number of possible ranks within DROW. Each of these ranks has its own responsibilities and privileges, which are described below. The order below represents the chain of command. When in doubt about something, please defer to someone of a higher rank. These ranks are as follows:

CEO
 Director
 Commander
 Lieutenant (military) / Lead Prospector (industrial)
 Petty Officer (military) / Prospector (industrial)
 Spacer (military) / Surveyor (industrial)
 Recruit (military) / Rockhound (industrial)

2. RANK DESCRIPTIONS

- A. **RECRUIT/ ROCKHOUND:** A probationary rank for new players during a required minimum two-week trial period.
- i) **Access:** Recruits / Rockhounds have no access to HQ hangars. In other offices, Recruits / Rockhounds have full access to Weapons & Ammo, Ship Equipment and Trade & Miscellaneous hangars.
 - ii) **Duties:** Participate in corporation/alliance activities. Provide mining, hauling, and/or combat ships for the team as required. Recruits/Rockhounds will be mentored by other members of the corporation.
 - iii) **Corporate Shares:** 0
- B. **SPACER/ SURVEYOR :** A full member of the team, with limited access but few responsibilities.
- i) **Access:** As above, with the addition of full access to the Ship Dock hangar. HQ hangar access also acquired. Junior Accountant Access provided.
 - ii) **Duties:** Must remain active and contribute to corporation activities. Spacers/Surveyors will help mentor Recruits/Rockhounds.
 - iii) **Corporate Shares:** 1
- C. **PETTY OFFICER / PROSPECTOR:** A full member of the team who has a history of active participation in corporate activities.
- i) **Access:** As above, with the addition of view access to the Production Materials, Blueprint Copies and Restricted Access hangars.

ii) **Duties:** Must remain active and make contributions to corporate activities to maintain this rank. Mentors Spacers/ Surveyors.

iii) **Corporate Shares:** 1

D. LIEUTENANT/ LEAD PROSPECTOR: A full member of the team, who has undertaken some logistical or organizational duty on behalf of the corporation.

i) **Access:** As above, with the addition of hanger access to Production Materials hanger as needed. Can deploy and configure equipment in space.

ii) **Duties:** Required to make an active contribution to corporate affairs and remain actively involved in corporate activities in order to maintain this rank. Ensures corporate supplies are well managed. Ensures that all lower level members are actively participating and involved in team activities and have tasks assigned to them. Ensures minor problems are solved before they become big problems. Acts as liaison between Petty Officers/ Prospectors and Management. Mentors all lower level staff as required.

iii) **Corporate Shares:** 2

E. COMMANDER: Junior management. Required to make an active contribution to corporate management.

i) **Access:** As Lieutenant/ Lead Prospector, with the addition of Full hangar access to Blueprint Copies hangar. Can manage contracts. May rent offices. May view corporate audit logs. The Security Officer and Communications Officer will be pulled from this rank level.

ii) **Duties:** As Lieutenant/ Lead Prospector, ensures logistical continuity. Ensures the security of corporate assets. Informs Directors and CEO of shortages or problems, if they are unable to deal with them. Acts as liaison between personnel and Management. Mentors Lieutenants/ Lead Prospectors.

iii) **Corporate Shares:** 3

F. DIRECTOR: Full manager. Actively contributes to the strategic and economic direction of the team. Has moderation in all team official channels.

i) **Access:** As Commander with the addition of access to Restricted hangar.

ii) **Duties:** Ensure all Commanders are able and actively discharging their duties. Able to handle all aspects of management. Acts as inter-corporation spokesperson. Accepts applications from new members. Solves problems.

iii) **Corporate Shares:** 4

- G. CEO:** The CEO is responsible for the overall strategic and economic development of the corporation.
- i) *Access:*** Full access to all corporate assets.
 - ii) *Duties:*** Beyond all of the other responsibilities noted above, the CEO is ultimately responsible for the success of the team.
 - iii) *Corporate Shares:*** 8
- H.** At this time, Micco Skywatcher is the CEO, while Torkill and Detaren are the active directors. Please note that at this time, Micco and Torkill will be your primary points of contact. There may only be one director per division per time zone.

3. PROMOTIONS

- A.** Promotions will be based on the recommendations of the existing members in the rank being promoted to or higher. Initial promotions will be handed out by team management. Once the initial promotions are handed out, the next higher grade will be responsible for recommending for promotion (i.e., corporals will recommend recruits, sergeants will recommend corporals, etc.) All recommendations will be forwarded to the Commander, COO and CEO for discussion.

APPENDIX

I. GENERAL TIPS FOR OPERATING IN 0.0 SPACE

1. **ALWAYS** keep “Local” open and on top of other chat windows – keep an eye towards it all the time. If someone enters the system that is unfamiliar to you, immediately check their bio to determine which corporation or alliance they are a member of, and if you are unsure of their standing towards the corporation, check the alliance relationships tab of the corporate interface.
2. Make compound safe spots in systems you use frequently. In a POS system you can SS at a POS, but other systems may be gate-camped or you may need to log off in a safe place in an emergency. Good safe spots help with this a great deal.
3. If you’re hauling high-value products, **travel with an escort or a scout.**
4. Nanofibers and WCS for long distance hauling through low sec and 0.0.
5. Watch regional channels for intelligence.

II. CONDUCT DURING COMBAT OPERATIONS

6. Allow the Commander of the OP to command.
7. Do not engage in idle chatter unless authorized to do so.
8. Listen carefully to what is going on.
9. During an engagement, only the gang leader should be speaking. If you are about to die, try to save your ship. If you are webbed and scrambled and unable to get out, accept this, and try to do as much damage as you can.
10. All ships should engage the Primary target with a few exceptions. Jamming ships, if not given order to the contrary, should jam the secondary target. And in fleet engagements, missile ships should engage the secondary target, as it takes the missiles too long to get to the primary, unless in very close range.
11. Do not shout "I'm dying.... I'm dying... OHHHHH CRAP I'm DEAD!!!! ARGHHHH" This will stop important information from being passed to save your gang members. Instead, identify that your ship has been destroyed, and then proceed to a location to obtain a new ship and equipment in case it is needed.

- 12.** Upon spotting hostiles while alone, do not shout "I SEE WAR TARGETS!!! QUICK, QUICK THEY ARE HERE" Instead, calmly state "This is '*your name*' I have '*number*' hostiles at my position '*distance*' km out, '*number*' cruisers, '*number*' battle ship and '*number*' frigate." If possible, take note of what ship model they are (i.e.; Thorax, Blackbird, Armageddon, and a Merlin).
- 13.** If you get blobbed and cannot escape, or there are multiple hostiles, do not sit and wait for the kill mail. Instead, quickly click on your scanner and hit scan, if you have time set range for 500km. This means when you get podded you will have a list of ships at your position at the time of death. This is valuable information. Also, do not sit idly by and let them get the pod, have a pre-selected warp-out object either on autopilot or highlighted in your overview. As soon as you get into structure, start spamming the warp button or engage your autopilot. This will save your pod 9/10 times, and then you can get busy making compound safespots.
- 14.** If you see a target on their own sitting at a station or belt, and the target appears an easy kill, report the information, as it is possible that it is a trap and others may have important information for you.
- 15.** Stay on voice-comms at all times, if possible. This gives you up to date information on hostile movements or confirmation that you are clear. This means being on Ventrillo for **ALL** PvP or Deadspace combat activities.
- 16.** Add the war targets in the alliance mails to your buddy lists. This means when they are in local you can easily see them because they will have an online/offline indicator by their name.
- 17.** Always follow orders, by deciding you are not going to follow an order may put the rest of your gang members at risk. If you do not trust the gang leader and are not willing to follow their commands then you have no place on the battlefield.
- 18.** Always post the killmail on the forums, win or lose.

III. REVISIONS

- 1. Revision 01.00**
 - A. Initial Draft
- 2. Revision 01.01**
 - B. Minor changes to Rank Structure & Rank Descriptions.
 - C. Minor changes to verbiage, grammar, and formatting.
- 3. Revision 01.02**
 - D. Converted document to utilize Outlined Structure
 - E. Addition of IV.2 - Officers
 - F. Addition of IV.3 - Divisions
 - G. Addition of VII.8 - Profit Sharing Program
 - H. Addition of VIII.3 - Promotions
 - I. Minor changes to verbiage, grammar, and formatting.
- 4. Revision 01.03**
 - A. Added language to VIII.3 - Promotions section
- 5. Revision 01.04**
 - A. Addition of IV.3.D – Missioning Division
 - B. Revisions to V – Rules of Engagement
 - C. Revisions to VI.1 - Personal Security
 - D. Revisions to VI.2 - General Corporate Policy
 - E. Revisions to VI.3 - Friendly Fire
 - F. Revisions to VI.4 - Joining Anti-Pirate Gangs
 - G. Revisions to VI.5 - Corporate Activity
 - H. Revisions to VI.11 - Corporate Events & Operations
 - I. Revisions to VI.12 - Communications Policy
 - J. Revisions to VII - Corporate Hangar Organization
 - K. Revisions to VIII - Corporate Organization
- 6. Revision 01.05**
 - A. Revisions to IV.1 and IV.2 to include Mission Manager
 - B. Minor changes to verbiage, grammar, and formatting
- 7. Revision 01.06**
 - A. Minor changes to verbiage, grammar, and formatting