

# CHARTER

2/21/2022

EPSX created in concert a codesigned and aligned on New Era in which a group of individuals and two separate companies trying to work together emerged as ONE Senior Leadership Team that transformed the individual companies, the staff of those companies, and what is possible into the unimaginable.

## Our Inquiry: What's possible mastering Integrity?

Integrity, Trust, Accountability, Responsibility and Mastery permeate throughout these organizations in which the whole is now greater than the sum of its parts.

Individually, we have all declared:

- EPSX as Being a Racket-Free Environment from now and onward into the New Era
- We are responsible for the past, present, and future of our EPSX Organization, both internally and externally.

Based on these Groundbreaking Principles for being a High-Performance Leadership Team:

- Responsibility is a function of being source in the matter
- Accountability is having the last say and giving up the right not to listen
- Authentic Trust is declared/created; it is then built, maintained, and restored through Integrity
- Integrity is the source of workability; without Integrity, nothing works
- Mastery is a lifelong process of failing towards Mastery, always with a beginner's looking

Our Context for the New Era, declared on February 21, 2022: EPSX being a High-Performance Professional Sales Organization in the business of Mastering the Art of Enrollment.

In our New Era, based on the beforementioned groundbreaking principles of Responsibility, Accountability, Trust, Integrity, and Mastery, we promise to ourselves, our customers, and our shareholders:

- **Our Strategic Way of Being** – Employees' concerns are fulfilled being Masters of Completion.
- **Remarkable Customer Value** – You will love how much we care; our people, our products, and our attention to detail are second to none.
- **Supplier Partnership Contribution** – As your partner, you will love our care and commitment to your people, your products, and OUR customers.
- **Our Bold Promise by 12/31/2026** – EPSX, working globally as one profitable company:
  - Valuation of \$750M, making a difference in the world.
  - 100% employee engagement, with unlimited possibilities, and awarded "Best Place to Work"
  - 70% of business is from referrals and 100% customer retention rate