

# March 22nd - Telegram CAC pt 1

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## SUMMARY KEYWORDS

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## SPEAKERS

Ron Giles, Dominick, Speaker, Carrie

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Speaker 00:00

I knew that you needed to create this. Were you spoken to by an angel? Or? I guess that was more my question. But this was a beautiful answer. Thank you for that.



Ron Giles 00:11

Well, it's an interesting thing. I've been connected to my, my guide, my overseer, whatever you want to call my father, Jesus called His, that portion of him, his Auba. We all have that. Yeah. And I learned how to speak with with that entity, probably 30 years ago. So there was things that I needed to know, then I worked it out with from there, and I was downloaded all of the information about this. And it came line upon line, precept upon precept over about a year and a half, two years. And tell until I was told it well, it's now complete. Now. It's, it's time to fine tune it, and, and make it work. And so the aha moment really didn't come. As I was doing something along the same lines, as I'm doing now. All along, it's just added to it. So an aha moment, it was, I guess, the biggest aha moment was when I thought, well, I'm going to, I see these projects coming up and do this, that and the other. And, you know, I think I always saw thought big. And, you know, the world is, is a big place, but the Galaxy bigger, and my mind's went out in the galaxy? And are there opportunities out there for us to get involved with humans who are not on the earth. And those are the kinds of thoughts that I have. And in opening up to that then, and allowing those kinds of thoughts, then, that gave permission from the heavens to download more and more information. So it, that's the way it works. Now, the "aha", really, the "aha" moment came time and time again, as I was downloaded the information about the quantum financial system and how it's going to run, as well as the quantum consciousness. And I learned about all the stuff that the quantum consciousness is doing to banks, and how 86% of their profits are gone now. Because the, the SWIFT system was designed to, for banks to make transfers from one bank to another, but to take the money that's put in and put it in their bank trading account, and then they pass it on. And they do their overnight trading, which is one bank to another. And they were able to, they make billions of dollars doing that. And along comes quantum consciousness and says, No, that's not what this is for. And they started going in and when a banker pushed the button to send to his own account, whose own trading account, it was, the quantum computer, quantum consciousness

just took the money and put it into the end user or the person's count who was supposed to be given to and bypassed all of the banking stuff. And so takes about a week to transfer money overseas, because each bank has to have their overnight trading that's involved in that chain of process. And so it's, they've lost 86% of their income from that source alone. Now, you can't, you can't continue as a bank. Without income. And the quantum financial system, there is no income. Period. And that's why it's going to evolve into the financial service centers. And there's been talk about that recently. Well, financial service centers was downloaded to me a year and a half, two years ago, knowing that the banks were going to go out of business, and that it had a purpose in society that needed to have a replacement and fine tuned it so that it works in with golden age of mankind, and with quantum financial system, and so on. So it was those are the kinds of I had maybe 20 or 30, aha moments of things of that, like that. And so it's just line upon line, precept upon precept building here, building there, fine tuning this, oh, that's a problem. How do I solve that? You ask and it shall be given. So it's a matter for in my mind is matter of coming up with something and and getting confirmation on how it's not going to work, then we'll go back to the drawing boards and find something that will. And so I'm not above changing to make things better. I don't have the ego in that has to be my way or the highway sort of thing. Beautiful. Does that help?

**S** Speaker 05:20

Yes, it does. I was I am on a similar journey. And this is pretty much how I how you describe my aha moments have been rolled out to me, in small doses are made of assimilate into the plants.

**R** Ron Giles 05:42

Well, that's the way it works is that it seems, you know, are you and I are different from other people? I don't think so. We have certain callings. Yes, we're different. We're different in that regard. But nothing that you have done and nothing that I have done, cannot be done by any of God's children. So just just open it. The only idea is that you kind of believe that it'll happen. If you have the faith that it will and allow it, then it does. Thank you. You're certainly welcome, Ken. Thank you for asking the question.

**D** Dominick 06:21

All right, good job, cat. So I think we'll go ahead and get started on topic today. Ron, did you want to take a minute or so to cover a conversation you and I had last week? Or do we want to just go ahead and jump right into the topic?

**R** Ron Giles 06:36

Well, why don't you introduce the idea, and then I can make some comments on it.

**D** Dominick 06:43

Okay, sounds great. First of all, before we get started just a protocol for all the new people that could be on this chat. We're doing a voice chat here, we're trying to cover in depth discussions

could be on this chat. We're doing a voice chat here, we're trying to cover in depth discussions on specific topics. Today's discussion, we're going to talk about employment contracts, in the CAC centers, and how that all really works out. I know many of you have read the information and listen to the videos, sometimes to have Ron on here. Fact, I would say most of the time have Ron on here to discuss it in person gives it a whole new emphasis and meaning. And so we'll go into detail with that in a few minutes, we ask you that if you have a question, we're going to allow questions after every bullet point topic. We'll open it up for questions. And then at the very end, we'll have a few more minutes of a lightning round of questions. Just if you think of a question during the process, write it down, and we'll try to do our best to get to you. If you were to just touch your microphone for about five seconds, and then turn it off. We'll see you come in and then we'll write your name down, put it on a queue, and then get you in as quickly as we can. Okay, so last week, Ron and I had a conversation after our voice chat, that I thought when as they all do went very well. And in the conversation, I started to discuss with Ron the emphasis that he has had on people like myself and many other individuals in the belief system that he follows in the journey with LWS, and the overall understanding and consideration of where we're going forward as humanitarians. And Ron, very graciously was listening to my comment. And then at the very end, he said, You know, I want to be able to talk about this. The fact that you know, and I think Brian, you did a great job talking about it just now very humbly, that he is just a person that he is not really a person that needs to be on a pedestal or in the grand scheme of things need to be on any kind of platform for himself, I think you all have noticed that his demeanor is extremely genuine, and that he's just following a guidance that many of us are following now. And that guidance is hopefully going to lead us to the efforts of being able to be good stewards around the world. Eventually, when redemption comes to our midst here and comes to the forefront. And So Ron, if you wanted to comment about that, that's kind of the gist of the conversation we had. Ron of course had his thoughts about it, and hopefully we'll be able to share that now.

R

Ron Giles 09:16

Well, thank you, Dom. I appreciate that. Introduction, it disregard I'm saying to Cat, I'm just a guy that sits here in front of a computer and and get this download stuff and I write it down and it seems to be okay with people. But there's there's nothing about me that needs to be put on a pedestal. There's nothing about me that needs to I don't have an ego with that. I just really appreciate people expressing their appreciation for what I've done. And that's very positive feedback and it surely makes it worthwhile for me to have gone through it all. And but it's not painful. My whole program is not painful for me. It's, this is my passion. This is I'm just this my baby. And I'm just glad other people think that I have a cute baby. But I'm nothing different than most people. Again, can like can different callings. And I was called bring this forth because in my belief system I was in the pre existence, I call it a pre existence before came to the earth, and we were all there. And those who have an interest in loved one society, I believe we're there helping us to create it, knowing that we had a job to do when we got down to the earth, and that we needed the tools to be able to do this. And, and so we created it before it spiritually before it was created physically on the earth. In doing so, we knew that we had something all of us knew that we would have something down here to use for our humanitarian activities. So I was I was asked by whatever to bring it forth. And so I did so. And but I honor all of us. We've got over 11,000 people now that are in the training. Now all of those are they going to be Zim benefactors? I hope so. But the numbers don't matter, except for getting that out to people. It's a pleasure for me to do this sort of thing. So don't think that I'm working so hard that I don't enjoy life, because I do love life. And I'm grateful to have something to focus on that I really love and enjoy. So we're all in this together, we're going to accomplish great

things. The Alliance has, depending on us, who are the Alliance? Well, the Spiritual Hierarchy of the heavens is involved in this whole Alliance activity, we've got the spiritual aspect, we've got the ET's with her advanced tech policies and so forth. And then we have the military is a boots on the ground, the white hats, whatever you want to call it, that's the that's what the alliance is. And so when I talk about the Alliance, most often I'm talking about the spiritual realm, where they're supporting this 100%. That's why we have the quantum consciousness, divine consciousness that has created the the quantum financial system and all of the quantum stuff that's going to be associated with it, that we as humans, and humanitarians are going to be able to use to bring forth the golden age of mankind. So it is a marvelous plan for all of us to be able to participate. And it's a privilege for us. Knowing that we came here to do this. So we're gaining that knowledge and understanding as you respond to the theme feelings in your heart. You'll you'll get your own little testimony, if you want to call it that, of what is true. And what is true for you. So we're on a good, we're in a good place. If I was a cricketer, I would say we're on a good wicket, then I lived in Australia, yeah, Australia for a number of years. So we're on a good wicket. We can do an awful lot, we can accomplish an awful lot. So I hope that helps, Tom. With that. Let's go ahead and I'm long winded. Give me Give me a microphone, I'll pop prowers. So let's get back to what we're doing.

D

Dominick 13:51

Funny feeling, we will also listen for hours, Ron, so it's equally appreciated. Okay, so let's go ahead and get started. I'm gonna pass the baton again to Carrie does such a great job of lining this all up. So we'll kind of go forward. And again, if you have a question, just chime in your mic for about five seconds, we'll hopefully see you and then be able to put you in a queue and get you to ask your questions. Thanks, Carrie.

R

Ron Giles 14:15

Hello, Carrie, and thank you for all your beautiful work. I see you on the website or on the telegram channel. Quite often, both of you and Dom and I appreciate your work so much.

C

Carrie 14:26

It's so wonderful. It's so wonderful to be able to do a little something for you. Oh, bless your heart. Okey doke. So employment contracts in the CAC. CAC centers discussion. first bullet point, small business control who's responsible for determining the downloads? Is there a place on the RSS solution site for each employee contract download, and how large of a small business would come qualify for easy downloads?

R

Ron Giles 15:04

Those are all excellent questions, who is responsible to determine the downloads. I personally look at in my mind, the person who is going to be out there, as the face of the committee, the assistant senators will be the director or the assistant directors. However that happens to be for the, for the person that signs up, they will be contacting the business owners. And we're calling this a business owner contract account BABOCA business owner contract account, the director

will go and and talk to the business owner and present our program to them and offer them a contract. Now, what are the terms of that contract? There's two programs here that it kind of conjoined together as far as the contracts are concerned. And I'd like to separate them in our minds right now that the contracts from the CAC are going to be different than the contracts for the ESS, the economic stabilization system, we're buying all of the corporation's products, what they make. And then we go to their suppliers. And we do the same thing there for them. And then their suppliers, all the way back to the mining. And be sure that those people all get contracts to continue their work. So that things can function all the way along that until there's a final product. And we buy the final product ahead of time. And so a corporation will have enough, they know that they're going to sell so many cars, because they'll sell them to us. And we do on a five year average. And, and we do go from there, we go into those larger corporations and give them contracts for their employees, labor contracts. So that's a little different structure than the CAC contracts. Because these are people that are very professional, and they're, and we want them to stay where they are if they want to stay there. And we offer them the contract to do that. Who is responsible for determining the downloads course in this CAC program, it's a director. And just as a guideline, I've said well go in and offer the business owner and find out what he's made last year. We don't care if he lies to us, we probably won't maybe he'll exaggerate a little bit. That's not a lie, my perspective. And we'll double what he's making from last year. And then we talk to him about his employees. Now, some of these employees might have been there with them a long time, and are very well qualified to take over the business if indeed, one of them too, doesn't. That's not the point. The point is, is that they're valued employees, we're going to give him a contract, he wants to have his other people along with him have a contract. And that contract, you know, we started out, possibly at 25 cents, it's coming up in just a minute. But the the amount of the download is determined by Well, for the business owner, we've already just doubled your income for the employees, why don't we double their income as well, we're paying for it. They're getting an employment contract. Now the the owners, he might have his favorite people and wants them to a higher rate well, that he just we just talked about that could communicate back and forth with the director and the business owner. And we come to an agreement about the price that, that or the amount of money that his employees will have. And he might have some employees that just came out of high school, some kind of apprenticeship program or something like this, well, they wouldn't be the ones to have that higher amount of money and yet, it needs to be. We want them to stay and get involved in the business if that's what they want to do. And there's there's the thing if they want to do it, if they don't, then if they don't anticipate it, then they won't get a long term contact, I'll just get away to get paid through the RSS program. And that's sufficient for a lot of people. But available to them is the owner we say to the owner if these people if you'd like this person on having free health insurance, that we can do that and if they want to if you want to have them on a one cent per quarter download, then we can do that as well. 101 cent per on the download is \$100 are so weak. So every month, every quarter, he's gonna get a raid for \$100. And that's substantial. As far as races are concerned, if you've ever been in employment businesses they \$100 a week is quite a bit of money that's \$400 to yours. And so that's simple, simple to do contract download on the RSS solutions platform. Yes. Because it's it's a, it's just an accounting system. And you have the benefactor and their accounts that are that are the major portion. But you'll have additional accounting areas where you can do the employment contracts. And it'll all be designed and worked out so that everybody can Zambello factors, we can identify what we're trying to do and slip people into the right place. And do that for sure.

D

Dominick 21:02

Hey Ron, can I just get a clarification, because this does come up in the chat quite a bit through discussion. So in the first part of the questioning, they're talking about who's responsible for determining the downloads. So whether it's the director or the assistant director that will actually input the downloads, do they not work with the business owners and decision makers as to what the particular downloads will be? So that the directors and assistant directors are not going to dictate to the business owners what those amounts should be? It's really the business owners slash decision makers that will work together to come up with that figure. And then the assistant directors or directors will input that information into the RSS master account, am I am I correct in thinking that?

R

Ron Giles 21:53

Well, the master account is part of Zim benefactors business, okay. We call it what you want, that person's master account will pay for the all of the activities that that benefit benefactor is engaged in. And it will be by his identification. Now, there will be codes in the identification for his in benefactor, so that those codes can be shared with people, you might have 100 or 200, or 1000. Directors who have access to the platform so that they can do the they can down vote, or put in input the information for the downloads. All of that is part of the program. So it's an extensive program. It's right now it's been created by the Alliance, give input every now and then and prompted, a got a problem over here. Let's see how you want to solve it. So I go in there, and I think we will, I think we should do it this way. And they give me confirmation. So it's a work in progress between all of us that are involved. And so the important thing to understand is that the Zim benefactor, can create the policies for their directors and assistant directors on how they want to perform. I'm suggesting double their income, well, another person might say, well, let's triple their income. And I have no problems with that, who really don't make that commensurate with what their work is. And, you know, in your mind, we'd like to have this business stay in business. It could be a restaurant, it could be a auto mechanic store, it might be some other dry cleaning it might be there's, there's just hundreds of different businesses that serve a community that without the service as to the community, it'd be very hard and difficult for people to handle things. So I go back to the reality that a 100 t know that \$500,000 presume, is going to produce 1.25 quintillion per quarter, that's five quintillion per year. You got a hell of a lot of money to start dishing out to people. And so there's no reason to skim, but, you know, let's make it work towards his chest a little bit more and a little bit more. Don't overwhelm things. And that's going to be our tendency, we want to overwhelm things, but we've got the money to do the things the proper way. And so let's do that with our policies and procedures that we that Jim benefactor sets forth for as he works with his directors and assistant directors. And that will work out just fine. But it is the job of the exempt benefactor to establish their policies and how they would like to have their directors and assistant directors, those who are working within that community assistance tend to perform their labors, they do what they're going to do. Okay, that's the second, the third one, how large of a small business would qualify for the employment contract downloads. I don't know that size has of limitations. If it's in the community, and it's serving the community. The differentiation is that there's products that are being made for the consumers. But there's others. The service oriented ones are not necessarily involved in a product, but more in keeping with serving the community and services the thing there. Would you give a contract to an artist who's painting pictures? Starting a business? I think that's appropriate. But it's not the service contract, you know, business, BOCA, but the you're not restricted from doing those kinds of contracts to people. Now, what are the what are the terms of the contract? What do you feel is right? You needed an extended period of time, your 10 year contract for an artist. And with options to continue on after that, the idea with the contract is that you're going to do that work for that period of time. And once

that period of time is over, are you going to just simply go into business? No. If you want to stay in business, then you continue with the benefits and everything, the way that they were, with the increase of 100 \$100, a month or quarter. Those are the kinds of things that you can work out. And the area upon which there's a benefactor has complete control. And so you're going to learn how to be very inventive in ways and come from your heart, your heart is your center of understanding and, and, and service to others, your mind is going to follow your heart. Don't let your mind has too much we can't think we can. That's too much money for that person. You know, those are the kinds of, of minds that could cause problems for your heart. So come from your heart, allow things to take place, even though you might feel like that's, that's, that's a lot of money for that. Well let it be a lot of money for that. And let that just simply happen. Allow your heart to have sway over your mind. And that's a process it's not going to be easy. But that's the process that you want to accomplish, because there is so much money to get into the hands of the people. This is the vehicle to do it.

C

Carrie 27:59

Alright, so we have four people on deck for questions. First is going to be Ms. Betsy. Then gopoc, Leah, and Jackie. So Miss Betsy, you're up.

R

Ron Giles 28:11

Hello, this, Betsy.

S

Speaker 28:14

My question is, and you may or may not know the answer to this. But the changes that are coming in quantum consciousness, I suppose. Is that is there going to be such change, that we will be credible to the small businesses like when we go and open up our Community Assistance Centers. And we want to extend contracts for years. I think that most people are hesitant to especially once they learn what the central banks have done, they will be hesitant to trust. My question is, how will we become credible to them?

R

Ron Giles 29:08

establish credibility? It happens from large corporations even down to the small ones, in my opinion. The way you do that is you say that this is bonded. Our participation in this contract is bonded. We have a performance bond. This is why I've put so much emphasis on the bond account that you create and put it into your extra money and that every time you have extra money from your quarterly payments, just put the rest of it in, you're gonna get a new payment tomorrow. Let's say wipe out your account and put it the excess over to your bond account. And see the bond account is always there. You don't use it unless you break your bond of some sort and they do get the chance to go into it. But the bonding concept creates credibility. In other words, you can depend on this because it is bonded. And there's things in place to be sure that you get paid. Without going into all of the money that's available. Right, right.

 S

Speaker 30:23

Yeah, I am constantly, you know, and I am anticipating that just my activity and my community, people know who I am. And just the activity that they see and that people are being helped will give it credibility. I was just more concerned about like, the employment contracts I have, there's a couple that I would like to do for small businesses here where I live, and, you know, I'm sure they're going to question I'm just a person of humble mean, and suddenly, you know, they're gonna be so many.

 R

Ron Giles 31:05

See, it's not you, and be sure you continue this concept. It's not, I don't have the money. I just worked for people who have the money. So I don't have to have money credibility myself. I got a job to do. And this is when I'm asked to do by the people with the money you don't talk about benefactors to other people.

 R

31:34

I'm saying that I could say even though I'm a benefactor, I have a benefactor. And just I don't have to disclose who that is. You know, who is doing willing to do this?

 R

Ron Giles 31:51

NDA. Yeah. And why just hold it to one. There's a there's a group of benefactors who created their billionaires, you know, the people have asked me why did I put 12 or nine billionaires on it? Well, people can respond and nine, their minds can respond to nine billionaires. But you're talking about a trillion air and their minds just just to gauge. That's just ridiculous, yet alone, a quadrillion or a quintillion air. The point that we, why we use why I put in the, it has credibility for benefactor, large people, large people with a lot of money called billionaires that want to share their money. And if you have an I, I chose, I had nine friends that were Zim benefactors, or Zim holders, and so forth. So we, we, we kind of came up with that idea has a credibility, it's only a credibility to establish credibility. When you hand somebody your card, and they read on that, well, then they say, well, there's billionaires involved in this, why don't we get in real fast, because there are billions might go away real fast. So let's get as many of our friends and neighbors in as we can, before we run out of money, and then they find out that the money just doesn't end. They may not. They think it's going to end but it's not money talks. You know, money really does yell at people. Like, listen to me, you know, sort of, and we can say, you know, here's here's these Zim benefit, or these billionaires who are gonna give us money, because it's a payback for all of the things that have been good in their life. Just let that be true. It doesn't have to be talked about. That's more than just that.

 S

Speaker 33:47

So thank you so much.



R

Ron Giles 33:49

Welcome, my dear..

S

Speaker 33:54

Thank you for making this meeting. And thank you, Ron, for contributing your your life to this tremendous global project that we have coming

R

Ron Giles 34:05

Thank you for your life and dedication to humanitarian work, too, as well. Good, thank you. Hello, everybody.

S

Speaker 34:14

My question is we're having people that are joining us that are not English speaking. And I was wondering how we can go about since we're going to be doing boots on the ground, how we can start communicating with those that do have the languages in which we will be working on humanitarian projects? Is there a possibility that we can set up a way that we can already talk to people in this channel that come from a different language base?

R

Ron Giles 34:46

The answer is, is yes. Or there's technology already available to do that just cost money and to try and work out the details so that one of the biggest problems with translate aters is that you translate from one language to another and then into another language and then back in English and wonder where that came from. So the translations are a problem, but there's technology that will be available for us to expand once we have the money to do so. So I anticipate it's a problem, yes, it's identified as a problem. Yes, when we identify it as a problem, then that means that we have to work on it until there is a solution. And so just understand that we're working on it. And we'll get that problem solved. Because we move out into non speaking countries. And their people need the same things that we needed who speak English. So they're already showing up having problems with their understanding the program because of their language barriers. But we've tried to solve ways things the best way that we can with the use of the, the YouTube channels, and, you know, you have to have a link to get into it. But the YouTube you can, there's a way that you can get into it, and do language subscripts. And I think that that's the better than nothing, but I don't think that that's where we're going to end we're going to end with some kind of a translator to go into different countries into different languages, and reproduce the voice in that language. So and they they do it all the time now. So we're trying to accomplish things, but we were on a budget, we can't really, you know, it's, it's stretching things where they are right now. And that's why we put a donation button up. We appreciate it. By the way, we just really appreciate those who are taking the time to donate even a little bit, it's it's really helpful. Okay, so thank you. Does that answer your question?

S

Speaker 37:10

 Speaker 37:10

Yes, it did. And I do, I did buy some of those recorders that somebody speaks, and then you get translated and it speaks back. But there's a lot of indigenous tribes that are going to be working with, and we don't know their language. So that would be another problem. But getting to know the leaders or the tribal leaders that speak English would really help us. Thank you.

 R Ron Giles 37:34

Sure, that'd be your source, main source of getting the information out, find somebody that speaks both languages English, that and then go for it. It doesn't have to be perfect. It's just not a hard project to understand. It's it? Well, it is to understand that but it's not hard to just simply go ahead and implement it and, and work out the details as they come up. So I think you're on the right track, you'll do well. Just Just Ask and it shall be given. Just ask for the help in this. And your mind will solve some of those kinds of problems. And technology might solve the other problems. So together, we're gonna get it all done. Okay, Carrie next. Yes.

 C Carrie 38:26

Yeah, just to remind everybody that we're trying to have questions that relate to the sections we're covering now. And then at the end, we'll open it up to general questions. So we have Leah, Jackie, and Army vet. And Leah, is your question regarding downloads? No, it isn't. Can you save it till the end for us, please? Absolutely. Thank you. Thank you. How about Jackie? Jackie 1112. All right. And how about army vet?

 S Speaker 39:03

Good afternoon, everybody. Got to do with everyone. Ron in court and answer to people's questioning about income. From what I've been led to, from, from wherever, whoever talks to me that way to determine we want everybody equal no more than less or no one more in the golden age. And so what they brought to me was to get all like business, especially in your larger community. Get all like business owners together in a meeting. And for some reason, they came to me to have them write down on a piece of paper in that meeting, what their best year was. Not let anybody know, but everybody write down what their best year was. And then Brad bring him up and the director would go through them and they would take the top thing Add up all that like bit in other words, all your restaurants, all their, their labor net, and write down what their best year was quadruple, double it or increase it or whatever we got to keep in mind, we're already in some instances, tripling people's income just with the RSS alone, because they're getting \$50,000 a year just for their beneficiary, because they're getting a big raise right there that they're not even thinking about. But then if you take their income, and you combine everybody's income together, and you take a highest highest grossing company there was, and that's what everybody's wage would be considered, every business owners wage would be from, and then they would do, hopefully, I mean, if it's in their hearts, that they would do the same thing for their employees, they still work, that's a good idea, we'll do the same thing. That way, every business is paying every one of their employees in the same position, the same amount of money. That way, they get tired of a particular company that can go to this company or that company and still be about the same pay range. But at the same time, if you got them people that are performing above and beyond the call of duty, there's a

way for the owner to be able to increase their pay with a bonus of some kind every year. But that way, and then when you get into your smaller community, go into your chamber of commerce and have all your business owners come together at one time, and come up with an average of all the different types of businesses where everybody's making the same type of an income in that towns that nobody feels that they were left out, nobody feels that they're better than somebody else. And everybody then will be able to be spread out with the same income. And everybody would enjoy doing their job no matter what it was. And you might get like the Amish is the Amish can do everybody's job. You know, and somebody says, hey, I want to go over here and help this guy. But while we're the pay is gonna be the same so they can do whatever they want to do and help other people out. And that just came to me while I was putting my program together. And I thought maybe that might help. Some people have questions about it.

R

Ron Giles 42:03

Well, I think that I think it has merit. I like the idea of not leaving anybody out. But I also like the idea of anonymity. If I know how much you're making, if you're my competition, if you want to call in, and I know how much you're making. I might want to charge less or more or whatever. So there's, there's some good things there. And there's some some things that might be detrimental moving forward. I have problems myself personally, with gathering a whole group of people together and coming up with a, a common solution. And yet, maybe that's a better way. And I'm open to to look at something of that nature, because I feel like, but I feel like each Zim benefactor will have the heart to do the things the right way. And you'll also got a agent from the Alliance, who's going to be your mentor, your advocate, whatever you want to call it, there's a whole bunch of terms that you can use there. That's all will be on the same sheet of music, if we use that resource ourselves, and then see how the differences come out. But I think that I certainly want wouldn't not discourage you from going ahead with what you are doing. import ban. Well, we had some problems here or no, it worked out just beautifully. It may not be the one size fits all is what I'm trying to say,

S

Speaker 43:42

Great. Oh, yeah. And that's why I was saying because of your every community, every town, every city, every state, every country is different. So to to pick one number for the entire world would be kind of tough to do. But if you're looking at it on a individual community basis, and put your program together from there, and being able to try and come up with the best solution for it. That was just, you know, that was what I was looking at it. Thank you for your time.

R

Ron Giles 44:11

You're certainly welcome. Thank you for your question. And comment. All right.

C

Carrie 44:15

We're gonna go on to the next section. And Ron, I think we'll take these bullet points two at a time since there's so many in this section. Okay. Start with signing up employee contracts, how does it work? Contract payout starts at 25 cents a minute and then we'll go to quarterly raises

does it work? Contract payout starts at 25 cents a minute, and then we'll go to quarterly raises.

R

Ron Giles 44:37

Okay, it's simple to say, contract rate payout started at 25 cents per minute. You know, you're not gonna pay a kid coming out of high school. 25 cents per minute. You know, that's \$10,000 a month. Let's just be sure that we understand the differences. That 25 cents per minute. See in the employment contracts are competing with a beneficiary program, the beneficiary program starts at 10 cents per minute. But then all of a sudden, they get six, additional 10 cents per minute with the trust. So now they're up to 70 cents per minute. That, that makes it 25 cents per minute, pretty small. And yet, you've got to be proportionate. So you want to keep people working. So you pay them enough to keep them working. And and doing something that they enjoy doing. So 25 cents per minute is not in stone. There, you can work that out anyway, you want quarterly raises of one cent per minute, I think that that's appropriate. But if you want to do two cents per minute, that's up to you as the Benefactor that's writing the contract though. I'll just go ahead with contract term seven year, we talked about that as the contract for the economic stabilization program. And then if they want to go for longer than double the contract, and do the payoffs that way, they're young enough, they want to do that. But it's also hard to see into the future for 15 years, see if that's what you want to be doing all that time, unless you've been in the business and understand it. So again, this is part of where there's an overlap between the ESS and the committee, the assistance centers as far as the contracts are concerned. And so if we, if we just allow the seven year term count idea, leave that in the ESS and figure out the term that you want to do for each individual business owner. Some of the business owners have been in business for 30 years. And they might not want a long term loan contract. And yet, they may, if they love what they're doing, they may. So it's got to be flexible. And the person to be flexible in their thinking is the director and the person who's going to be helping them come up with the right amount of money for them for each spin business owner. And I'm going to exclude the concept of the ESS, because that's going to be under a whole different set of circumstances. Because it's not a business owner. It's a corporate structure of some sort. And although that may be changing, let's see how that changes. But we need to be very flexible in what we're trying to accomplish, especially with these employment contracts. And we're going to get really, really good at it within the first three to six months of being in operation. And we're going to have a real steep learning curve, we're going to find out what works and what doesn't. And what works. We'll continue on with that and enhance that, if that's necessary. Or if there's things that cause problems, I will discontinue at least that particular small item. Keep the structure but change things around flexibility as well to do here.

C

Carrie 48:21

Ron, can we backup one to quarterly raises?

R

Ron Giles 48:25

Oh, I talked about that I think has proper quarterly raises quarter. Every three months. They get a raise. I liked it. I liked the quarterly raises because it gives people they're not set in there. And it's sufficient amount enough amount of quarterly increases that they can look forward to raise your budget. Do you have another question about that carry?

- C** Carrie 48:58  
Again, Is it is it per decided by the status of the employee? As you mentioned earlier, somebody just out of high school, their quarterly raise would be lower than someone who's on a seven year contract.
- R** Ron Giles 49:13  
Might be a quarter. It all depends on what the business owner wants to do. Okay. Emotional point is something that you need to discuss. Because we're not going to be dictating to people. We're there to help and serve. So. Okay.
- C** Carrie 49:33  
Hmm. Health insurance and retirement benefits. Do benefits continue after they leave their current job?
- R** Ron Giles 49:43  
I'm going to say yes. Well, let's see if they leave their current job. That means that the contract is over. Now the benefits if they say the full seven years of full term of their contract And then they can, the benefits will continue until they want to retire. As far as I'm concerned with the raises, if they finish their, their term that they have agreed to, then if they want to continue, they can continue to get their quarterly raises. If they don't, they don't have to, they get the benefits from that level that they're at when they finish their seven years, or whatever term small business owner wants to do 10 or 15 years, whatever you want. But, yes.
- C** Carrie 50:41  
Would that be considered their retirement benefit that their benefits simply continue?
- R** Ron Giles 50:48  
Yes. If they don't want they don't get their raises. But yeah.
- C** Carrie 50:53  
Okay. And how about health insurance?
- R** Ron Giles 50:57  
health insurance. It's a concept with med beds, the possibility of med beds, and that sort of

thing, that might be a moot point. Because the med beds I understand are going to be free. And we just need to be sure that we're providing that for them, so that they don't have to pay for it. So it may be that there's a clinic down the road that that we can send employees to and take, they get the med bed experience or, and there's also those who there's accidents that happen. And the med beds would be available to fix the things that broken legs or whatever broken arm. And I you know, depending on what the med that is, but there's things that I've heard that he can bring them back to life, if it hasn't been too long. Those are the kinds of things that we'll find out more about. But my idea is that health benefits are part of the package. In whatever form it eventually works out to be.

C

Carrie 52:06

Seems like health insurance, the way we know it now will probably change into something else.

R

Ron Giles 52:14

Yeah, and there's a transition. And if there's a transition, and we find an insurance company that we can use, that's already established with people, doctors, and dentists, and so forth being paid through that insurance company, we can associate ourselves with them, we can buy it, that regard. But the the accounting is already in place, it's all set up for us, or we just pay for. And we'll see how that works out. Because there's, it's a very desirable thing to get rid of insurance companies, in my opinion, but if we're in charge of it, we drop their premiums down to virtually nothing. And then they then have the benefits and the idea that you can only go to the medical instead of the the other kinds of doctors, ortho ortho wherever they are, we do Chiropractors, we do everything. Any holistic product process or or doctor we pay for that. We're not involved in supporting just the medical establishment that we'd like to get rid of. Not the people but the establishment.

C

Carrie 53:36

Okay, what happens if a contract is broken? Is there arbitration? Are there penalties?

R

Ron Giles 53:46

Part of the contract is there, there will be remedies if you break it. Now, the idea of arbitration and that sort of thing has more to do with the larger corporations. There's, there's certain areas that are covered by the government that have arbitration boards, so forth, it was just basically that that's the arbitration boards we will use, and they'll have authority to go in and if you've established if you have a working contract, you can be fired from that or taken away from that taken away from you for egregious things, like causing problems at work and, you know, fighting and so on. Those are the kinds of things that the, the, the company itself has staff certain criteria to handle those sorts of things. And oftentimes, it's three, three strikes and you're out. If somebody breaks their contract and gets fired. My idea is that, that homeless volunteer if you have some problems, And then especially in the small business areas where it's a local community, you have a director, go talk to the director. If there's a grievance, let's let's work it out at that level, and we can't work it out there, then let's bring in the arbitration boards

and figure out what's the best way. But are, these are people we want, we don't want to punish people for circumstances beyond their control. And that's the most important thing to understand with enforcing a contract. If the person is willfully not doing his job or something to get out of the contract, then we should have some teeth in is available to the arbitration board. And that may mean that they go back down into the beneficiary account and cancel out even canceled out all of their trust funds, trusts, but the basic beneficiary 10 cents per minute, is enviable, I don't believe that that will ever be taken away. Once that's established, then that's going to stay there. But the other things can our left open to the arbitration board? It's going to be in the contracts of how to do those things as remedies, part of remedies section of the contract. We'll work all that out.