



## STANDARDS OF BUSINESS CONDUCT

THE JAYZOMON DARK MYTH COMPANY, LLC.

Effective Date: January 1, 2021

### 1. Introduction

At The JayZoMon Dark Myth Company, LLC., we are committed to the highest standards of integrity, creativity, and accountability. These Standards of Business Conduct apply to all employees, officers, contractors, and business partners across all active divisions of the company:

- Dark Myth Publications
- Dark Myth Comics
- JayZoModcast Podcast Network
- Myth Mart
- Open Contract Challenge

Additionally, our affiliated imprints—including Zombie Works Publications, M-Kids Press, Lily Mae Press, Horrotica Publications, and others—uphold the same ethical principles.

### 2. Core Values

Our company values are the foundation of our conduct:

- Integrity: We act honestly, fairly, and transparently in all interactions.
- Creativity: We foster innovation and bold storytelling across all mediums.
- Respect: We treat every individual—creator, customer, colleague, or competitor—with dignity.
- Accountability: We take responsibility for our actions and their consequences.
- Inclusion: We embrace diversity in people, voices, and perspectives.

### 3. Compliance with Laws and Regulations



All personnel must comply with local, national, and international laws applicable to their role. This includes, but is not limited to:

- Copyright and intellectual property laws
- Labor and employment laws
- Anti-discrimination and harassment policies
- Data protection and privacy regulations

#### **4. Editorial Integrity and Creative Freedom**

Our publishing and production efforts are rooted in artistic freedom. However, we do not publish or promote:

- Plagiarized content
- Hate speech or harassment
- Misinformation presented as fact
- Content violating legal or ethical boundaries

All creative work must meet editorial quality and company standards.

#### **5. Anti-Discrimination and Harassment**

We maintain a zero-tolerance policy toward discrimination or harassment based on:

- Race, religion, ethnicity, or nationality
- Gender identity or sexual orientation
- Disability or health status
- Age or socioeconomic background

All complaints will be addressed promptly and confidentially.

#### **6. Confidentiality and Data Security**

Employees and collaborators must protect confidential information, including:



- Financials and business strategies
- Contractual and legal agreements
- User or subscriber data
- Unreleased creative works

Misuse or unauthorized sharing of company information is prohibited.

## **7. Conflicts of Interest**

Employees and contributors must disclose any potential conflicts, such as:

- Relationships with vendors or competitors
- Use of company time or assets for personal projects
- Business decisions that benefit themselves or close associates

Transparency is key to preserving trust.

## **8. Social Media and Public Engagement**

Those representing the company online or in public forums must:

- Speak professionally and responsibly
- Avoid disclosing internal matters without permission
- Not engage in public conflicts or behavior that damages the brand

Personal expression is respected, but professionalism is expected when representing the company.

## **9. Use of Company Assets**

Company materials, logos, platforms, or tools are to be used only for authorized business purposes. Any use for personal gain or external entities must be pre-approved.

## **10. Reporting and Enforcement**



Anyone aware of misconduct should report it to:

- Their direct supervisor
- Company leadership
- A designated HR or ethics contact

Retaliation against whistleblowers is strictly prohibited. Violations of this code may result in disciplinary action, up to and including termination or contract revocation.

## 11. Legacy and Culture

As a company rooted in independent publishing and multimedia storytelling, we strive to foster a culture of collaboration, respect, and originality. Our mission is to create, publish, and promote compelling content—while operating with integrity and professionalism at all times.

Signed,

A handwritten signature in blue ink, reading "David K. Montoya". The signature is stylized and fluid, with a long horizontal stroke extending to the right.

David K. Montoya  
Founder and CEO  
The JayZomon Dark Myth Company, LLC  
[www.jayzomondarkmyth.com](http://www.jayzomondarkmyth.com)