

Corporate Overview

International Security Edition

25 January 2022



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Founder's Message



From being born abroad to an American military family to 175 aerial combat missions in Vietnam to dealing with national, domestic, and economic security issues for 40 years, I am pleased to present this international security edition of our corporate overview. Since incorporation in 1996, Jobenomics and VII Inc. established a network of thousands of leading professionals to assist communities like yours in dealing with today's security issues while proactively implementing solutions to tomorrow's challenges.

Chuck Vollmer



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Prologue

Jobenomics and VII Inc. (VII) were founded and owned by Charles D. (Chuck) Vollmer, one of the foremost security professionals in the Western world. Located in Washington DC for the last three decades, Mr. Vollmer and his network of professionals can access every government and corporation involved in security-related pursuits.

The Jobenomics International Grassroots Movement focuses on ensuring economic security via the mass production of startup businesses and jobs. Established in Washington DC in 2010, Jobenomics now has chapters on four continents. Incorporated in 1996, VII Inc. is a strategic planning, systems engineering, and investment capital firm specializing in national and homeland security. VII Inc. is the legal entity for Jobenomics.

Governing institutions, both public and private, derive much of their legitimacy from **economic security**. Without it, nations cannot afford adequate **homeland security** or **national security**. In addition, the revolution in digital and network technology has dramatically changed the security equation. Defense agencies now need to prioritize fiscal and domestic threats to the level of foreign adversaries who are increasingly relying on proxy warriors and artificial intelligence agents.

The art of war is also changing. Future conflicts are more likely to be fought with asymmetrical weapons than airplanes, tanks, and ships. Empowered by emerging digital and network technology, individuals, small groups, and proxies can launch deadly surprise attacks on superior forces using new weapons of mass disruption and destruction that include cyber, fintech, and biological weaponry.

Today's Focus		Tomorrow's Focus			
		Security Domains			
		National	Homeland		
Physical Cyber		✓	✓	Cyber	✓
		✓	✓	Financial	✓
		✓	✓	Biological	✓
		✓	✓	Physical	✓

Cyber. Cyber security is evolving at breakneck speeds due to technological breakthroughs in the digital domain. The list of cyber weapons is growing faster than weapons in any other arena. These weapons include password attacks, keylogging, SQL Injection (server attacks), malware (viruses, ransomware, spyware), emolets (banking Trojans), denial of service, phishing, man-in-the-middle (MitM, hacker insertion in two-party transactions), and Internet of Things attacks. Unfortunately, most decision-makers are unaware of the magnitude of these threats.

Fintech. Fintech, a combination of financial and technology, is relatively new but profound. The introduction of blockchains, artificial intelligence, mobile commerce, and cryptocurrencies are transforming trade, banking, and the global financial system. Emerging superpowers are competing for global economic hegemony.

Biological. Many believe that the accidental release of an engineered bioweapon of mass destruction caused today's pandemic that already claimed over 5.6 million deaths worldwide. Whether or not the Wuhan Institute of Virology engineered the virus is now a moot question. In the quest to find vaccines and cures for the current coronavirus, dozens of countries now can create lethal pathogens and stealthy low-cost weapons.

From a Jobenomics/VII perspective, decision-makers must proactively mitigate tomorrow's threats today. **Economic security** preserves a government's legitimacy to govern by providing growth opportunities for its citizens. **Homeland security** identifies internal malcontents and mitigates aggressive actions. **National security** increasingly involves dealing with next-gen threats like foreign economic hegemony and fintech disruptions.

Jobenomics (2010 to Present)

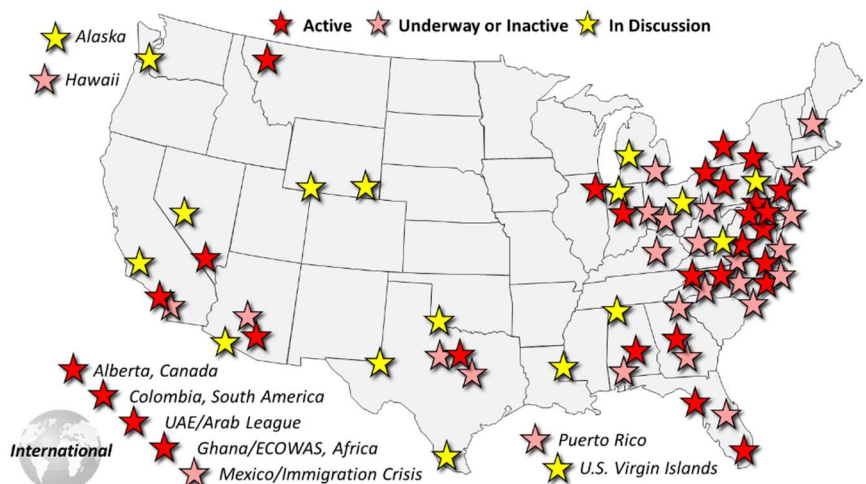
Jobenomics (<https://jobenomics.com>) specializes in mass-producing local startup businesses and sustainable careers (jobs) in underserved and under-resourced communities. Founded in 2010, the **Jobenomics International Grassroots Movement** has reached over thirty million people via national media, **Jobenomics TV**, website, blog, and lectures. As a result of this exposure, Jobenomics' unique economic, community, business, and workforce development activities gained international recognition.

Since 2010, Jobenomics has published 15 books/ebooks (shown) and hundreds of other documents (research, reports, studies, business plans, presentations, etc.) on the latest national and international economic and labor force issues, trends, and solutions. The **Jobenomics library** is one of the most comprehensive libraries regarding employment and unemployment challenges facing today's rapidly changing world (<https://jobenomics.com/library>). Jobenomics also provides timely reports on national and international events that impact the global economy.



Over the last few years, Jobenomics met with several thousand government, business, and community leaders to incorporate their program into Jobenomics initiatives that focus on women, minorities, youth, veterans, and other hopefuls who want to work or start a business or a sustainable career.

Over forty cities and regions on four continents (North America, South America, Africa, and the Middle East) implemented Jobenomics chapters. These chapters consist of coalitions of local citizens who want to implement a series of Jobenomics programs and initiatives. To meet local citizens' immediate needs, Jobenomics forms partnerships with leading companies and institutions to create a wide variety of highly scalable startup programs that could quickly mass-produce new locally-owned and operated startup businesses.



Jobenomics provides advice and timely data to policy and decision-makers worldwide. While Jobenomics started as an American business and job creation movement, it rapidly expanded internationally.

Examples of Jobenomics International Programs

North America. The Economic Development Association of Alberta (Canada) CEO introduced Jobenomics to her province and Canada's Council for the Advancement of Native Development Officers for Canada's economic, community, business, and workforce development of First Nations and Indigenous peoples.

Canadian companies, like Sprung Structures, are now Jobenomics partners for global Jobenomics initiatives and programs. Sprung's most prominent clients are military and law enforcement organizations.

The world's two richest men used Sprung Structures for their flagship efforts. Jeff Bezos' state-of-the-art, 225,000-sf, Blue Origin (aerospace and spaceflight company) Headquarters was operational in 11-months. Elon Musk's new Tesla 140,000-sf assembly line was ready in 3-weeks. Sprung has 13,000 structures in 100 countries.

Affordable structures and rapid installation are essential not only for homeland and national security but also for economic security. Globally, underserved and under-resourced communities are becoming increasingly restless and violent. Rapidly installing these highly noticeable structures for business and job creation sends a clear signal that the government is willing to solve problems and provide security.

In April 2021, Arizona Governor's Senior Advisor for Regional and International Affairs and Vice Chairman of the Arizona-Mexico Commission asked Jobenomics for a homeland security solution to handle the massive influx of millions of immigrants. Within days, the Jobenomics-Sprung alliance submitted a proposal to implement, within 120 days, two Navigation Centers in Arizona and Sonora.

These Navigation Center would (1) provide safe accommodation and food services, (2) administer with medical and social assistance services, (3) conduct skills-based assessments to find USMCA employment opportunities for adult persons granted asylum; (4) assist reuniting unaccompanied children with biological parents or arranging for foster care; (5) work with other states (US and Mexico) and provinces (Canada) to build receiving centers for displaced persons who receive temporary asylum or work permits; and (6), as allowed by law, equip refugees with biometric RFID cards so that E-Verify employers can validate the identity and employment eligibility of prospective workers.

The Jobenomics proposal also included hiring military veterans and former first responders to manage, train, and secure the Arizona Navigation Center to the maximum extent possible. There are 1.3 million Hispanic U.S. veterans. Arizona has 490,000 veterans, not including active duty and national guard personnel. Hispanics are the fastest-growing population in the U.S. military, representing over 16% of all active-duty personnel and 14% of all senior enlisted non-commissioned officers.



UAE & Arab League. Dr. Hind Kassir, Founder and CEO of SEEDS Arab (<https://seedsarab.com/our-team/>), a private foundation funded by the UAE government for small business and workforce development, leads the Jobenomics chapter in Dubai (UAE). SEEDS Arab supports UAE Crown Prince Sheikh Mohammed bin Zayed's vision of sustainable foundations for a new generation across Arabia, the Ummah, and the world, with an emphasis on women empowerment. She is responsible for establishing the Jobenomics Arabia initiative for the 23 countries in the Arab League. In August 2020, Jobenomics held a three-day worldwide Jobenomics Arabia online seminar with local leaders and entrepreneurs regarding a bottom-up approach to mass-producing startup businesses in Arab neighborhoods, cities, nations, and regions.

Dr. Kassir, CEO



Sustainable Engineering Experts for Development
خبراء الهندسة المستدامة للتنمية

Africa. Based on the success of the Jobenomics Arabia seminar, officials of the African Continent Free Trade Area (AfCFTA) Policy Network approached Seeds Arabia to launch a complementary Jobenomics program for the 15 West African nations in the Economic Community of West African States (ECOWAS). Jobenomics ECOWAS proposed a pilot program to mass-produce startup businesses in underserved rural Ghana that other under-resourced African communities could replicate.

Initial economic development programs for rural ECOWAS communities include Circular Agrarian Economy for food security; Improved & Potable Water for clean drinking water and soil remediation; Post-Pandemic Healthcare that diagnostics and treatment of most infectious, sexually transmitted, and mosquito-borne diseases; Rural Electrification and Internet implementations; Digital Economy and Digital Academies to allow rural e-commerce to flourish: Waste-To-Value Programs like waste plastics to fuel systems: and Experiential and Cultural Tourism. These programs will enhance economic security and mass-producing highly scalable startup and scale-up businesses across Western Africa and the continent. Jobenomics ECOWAS will provide new revenue to buy modern security technology and systems to deter extremist groups, like Boko Haram, in West Africa and Sahel.



According to leading thinktanks, like the Washington DC-based Center for International Security Studies (note Vollmer is a former CSIS Board Member), the security situation in the African continent is dire. Extremist groups, civil wars, the pandemic, failing democratic institutions, foreign intervention, inflation, and climate change. An enhanced military and law enforcement capability is needed. Economic, community, business, and workforce development is also required to solve root problems and give restless people hope for a better future for themselves and their families. Brute force often begets gang formation, violence, and extremism. Economic security allows beleaguered community time to grow.

The Jobenomics ECOWAS program also incorporated an African-developed mobile telehealth platform (MHealth4Africa or MH4A) that provides health and medical care access via tablets, computers, and smartphones. The MH4A developers happen to be Jobenomics Rwanda chapter leaders, Richard and Patience Emeni (shown with the Rwandan Commercial Attache, Chuck Vollmer, and Dr. Hancock).



The Jobenomics Global Medical Director is Dr. Ife Solofa, a Nigerian-American passport holder and former U.S. Navy fighter pilot who co-founded the Foundation for Special Surgery (FSS). FSS is a 501(C)3 non-profit humanitarian organization dedicated to providing highly complex surgical care in communities where the need is great but lacking in expertise. FSS is currently working in Nigeria, Ghana, Rwanda, Cameroon, Peru, Mexico, Bangladesh, Vietnam, Liberia, and Ethiopia. To reach more patients, FSS is building a specialty surgical training hospital in Accra, Ghana, where African surgeons will train to provide complex surgical care. The surgeons FSS trains will return to their various countries and provide complex surgical care while training the next generation of surgeons.

Accra Specialty Surgical Training Hospital

<https://www.foundationforspecialsurgery.org/>



Dr. Ife Solofa,

Foundation for Special Surgery Cofounder
& Jobenomics Advisory Board Member

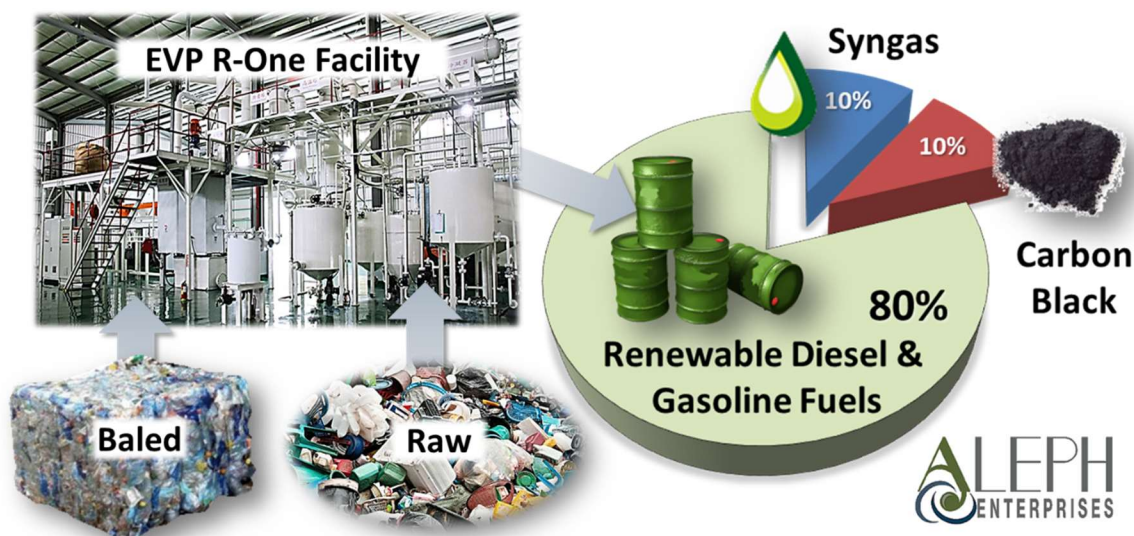


South America. Our Energy Cane program is our centerpiece of Jobenomics ECOWAS' Circular Agrarian Economy. Energy cane is a hybrid non-edible cane for biofuels. Since it is non-edible, it does not compete with existing sugarcane and ancient cane (panela) operations. Moreover, energy cane is ideally suited for more arid locations than other cane, requires significantly less use of fertilizers, herbicides, and pesticides, and yields 2.5 times the cane per hectare than sugarcane. This feature is vitally important considering the ravaging effects of climate change the expanding desertification in the Sahel. Nana Valley (a Jobenomics Advisory Board Member and serial entrepreneur) is the CEO of Agrobrasilia, a Brazilian company, who proposed a 5,000 to 10,000-hectare ECOWAS energy cane pilot program to produce biofuel and electricity locally. Ideally, this program would be located (and secured as a countermeasure) in a poor rural area under threat from extremist groups. The pilot would be a scaled-down model of a 35,000-hectare Brazilian energy cane operation that produces 400,000 tons per year of energy cane and 6 million liters per year of ethanol. The 400,000 tons of biomass can be dried, stored, and used as fuel in boilers to generate steam and electricity for the grid.



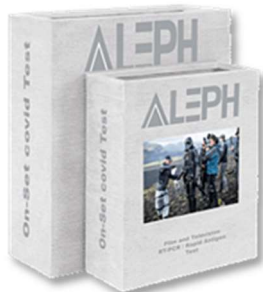
Nana Valley, CEO

Nana Yalley is also the CEO of Aleph Enterprises, a portfolio of several companies including a state-of-the-plastics-to-fuel (P2F) system that is part of the Jobenomics Turnkey Programs. Today, the world generates about 300 million tonnes of plastic waste every year, the equivalent of the weight of the entire human population. Rather than landfilling plastic waste, Jobenomics prefers to recycle it into plastic products (like railroad ties) or convert waste to energy. Aleph Enterprises' plastics-to-fuel system uses a Taiwanese technology (<https://evptechnology.com/>) operational in many parts of the world. Note: Jobenomics also uses several other P2F companies, including a small mobile P2F system used for small operations, like beach cleaning.



As shown, the Aleph system processes baled or raw any kind of bulk plastic waste via a pyrolysis process that produces sulfur-free drop-in renewable fuels, syngas, and carbon black. Big cities, like Mexico City and Lagos, need multiple facilities to handle their plastic waste. Only 6% of the waste plastic in Mexico City is recycled. Lagos generates 9,000 tons of garbage daily, with about 86% plastic content. A \$40 million Aleph system can process 100 tons per day, generating an estimated \$13 million annual revenue stream.

From a Jobenomics perspective, every city should convert its Solid Waste Management Department from a cost center to a profit center and deploy these funds to government priorities, like security. Plastics are not the only input source for an Urban Mining program. Other sources include electronic waste (e-waste), used tires, construction/demolition material, and agriculture waste (such as energy cane biomass discussed earlier). Jobenomics has programs in each area, including lithium-ion electric vehicle-to-grid, second life (used lithium-ion battery) grid storage, and lithium-ion recycling. Jobenomics' German e-waste partner is designing a sizeable li-ion recycling factory for a major U.S. city. They are also assisting China in developing mammoth urban mining centers that can process all forms of waste, from municipal solid waste to toxic medical waste. An adequately structured urban mining program could fund most government security functions from law enforcement, border security, counter-terrorism, cybersecurity, and many military applications.



Aleph Diagnostics (<https://alephdiagnostics.com/>) is a U.S.-based In Vitro Diagnostics Company on the front end of the fight to combat the ravaging effects of the coronavirus. At Nana Yalley's request, on 5 March 2020 (three days after the first COVID-19 death in the United States), Dr. Sofola and Chuck Vollmer hand-carried a COVID-19 Rapid Test Kit to the U.S. Centers for Disease Control headquarters and Prevention (CDC) in Atlanta. Even though this kit had been field-tested over 100 million times in China, the U.S. government declined its use for political reasons. Two years and 800,000 U.S. deaths later, the United States is now scrambling to find self-test kits.

As mentioned in the prologue, in the quest to find COVID-19 vaccines and cures, most countries now can create and deliver low-cost lethal and nonlethal viruses and pathogens as a mass-casualty bioweapon. From a security standpoint, bioweapons are a much more effective weapon of mass destruction than nuclear bombs. Unlike bombs that need expensive aerial delivery systems, asymptomatic infected individuals can easily penetrate soft targets and create a lethal chain reaction of sickness and death. Consequently, Jobenomics is working with various organizations to acquire or build Level-2 Biosafety Labs (shown) to proactively deal with hazardous pathogens (e.g., coronavirus, ebola, etc.) and provide routine medical and treatment of contagious and mosquito-borne diseases. Jobenomics is working with various communities, especially those with limited healthcare access, to obtain biosafety systems at a very reasonable cost. Not only can these labs detect and treat pathogens, but they also can be very profitable. For example, a U.S. COVID-19 PCR test costs as much as \$100 to process. Our mobile lab can analyze up to 30,000 nose swabs daily at a fraction cost and quicker results. These labs are the first line of defense during a bioattack.



In 2019, the President of Columbia in Peace (CIP) and CEO of COLFARMER asked if Jobenomics could provide a solution to keep children of poor panela (sugar cane) farmers from leaving for urban areas or joining the militia (FARC guerrillas) or drug cartels. Colombia In Peace is an NGO aimed a structuring agro-industrial development in the post-Colombian conflict era to uplift underserved communities and citizens. Together, Jobenomics and CIP devised a Circular Agrarian Economy concept to increase the marketability and profitability of panela farming and provide job opportunities for rural family members in the digital economy. The coronavirus caused the Jobenomics Colombia Peace team to postpone traveling to Colombia to meet with government officials and state governors until after the pandemic subsided. In the interim, Jobenomics America TV and EmeraldPlanetTV (a Jobenomics partner that has recorded over 3,000 shows and has an international viewing audience) recorded three one-Hour shows featuring enhanced panel farming, benefits of panela as a natural whole-food, and the Jobenomics Colombia Peace initiative.



Juan Pablo Gomez Q.
CIP President & COLFARMER CEO

Jobenomics also introduced CIP to Superwater HyOx, a super oxygenated water product used for drinking, agriculture, and soil remediation for organic farming. HyOx Superwater Inc. is a Tampa, Florida-based company owned by a Colombian-American pulmonologist, Dr. Reinerio Linaras, a Jobenomics Advisory Board Member. Invented in Cali, Colombia, Superwater HyOx increases natural water's dissolved oxygen content by over 300%, essential for human, animal, and plant life. Jobenomics wrote a detailed business plan for Dr. Linaras to raise capital to expand Superwater HyOx plants and distributorships across the Western Hemisphere. HyOx currently manufactures bottled water in Cali and Tampa, with its first U.S. distributorship in Pittsburgh, PA. Jobenomics is leading the effort to place distributorship in Jobenomics chapters globally. Jobenomics is also helping Dr. Linaras prepare for a Wall Street initial public offering.



Dr. Linaras, CEO

Jobenomics Turnkey Programs & Initiatives

Jobenomics' portfolio includes dozens of turnkey startup programs, most of which can be operational within a year. Here is a top-level list:

- Digital Economy, **Digital Academy & Business Generator** & E-Clubs
- Circular Agrarian Economy & Controlled Environment Agriculture
- Affordable Mixed-Use Live/Work/Retire Communities
- Small & Tiny Home Construction Startup Business Program
- Medical Systems (Infectious Disease Testing, Diagnostics, Biosafety Labs & Hygienic Facility Services)
- Direct-Care (Healthcare, Behavioral Care, Eldercare, Childcare, and Social Assistance) Initiative
- Super Oxygenated Water & Environmental Remediation
- Renewable Energy & Energy Services
- Waste-To-Value Systems
- Electric Vehicle-to-Grid & Second Life Battery Storage
- Experiential Tourism Initiative

You can learn more about each of these and other programs by downloading (at no cost) Jobenomics Turnkey Programs & Initiatives presentation in the Jobenomics Library ((<https://jobenomics.com/library>)).

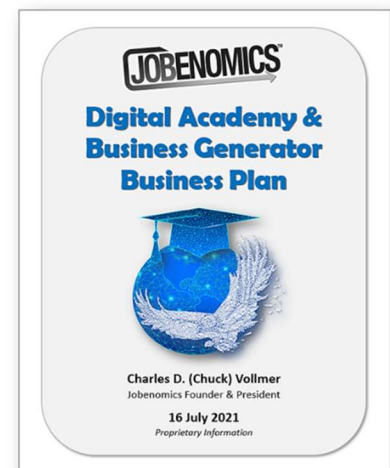
The most critical Jobenomics single program is Jobenomics Digital Academy & Business Generator (note: a 170-page business plan is available in the Jobenomics Library).

Numerous communities worldwide consider the Jobenomics Community-Based Business Generator concept as an ideal way to train, certify, and mass-produce self-employed and independent contractor nonemployer businesses to alleviate poverty and crime. Data shows that for every 1% of startup business growth, poverty and crime are reduced by 2% each.

Economic development professionals often create jobs via **business incubators, accelerators, and generators**. Jobenomics endorses all three methods but specializes in business generators.

- Many cities have **business incubators**, usually located at or around universities or technology parks, and business accelerators associated with mezzanine financing institutions. Business incubators tend to focus on high-tech, silver bullet innovations with extraordinary growth and employment potential.
- **Business accelerators** usually focus on expanding existing businesses to make them bigger and more profitable. Accelerators offer a range of support services and mezzanine financing opportunities. Startup accelerators support early-stage, growth-driven companies through education, mentorship, and financing. Startup accelerator financing usually involves venture capital in exchange for equity or an ownership stake.
- A Jobenomics **business generator** involves mass-producing micro (employer firms with 1-19 employees) and nonemployer (firms with no employees) firms, emphasizing highly scalable and repeatable businesses in underserved and under-resourced communities.

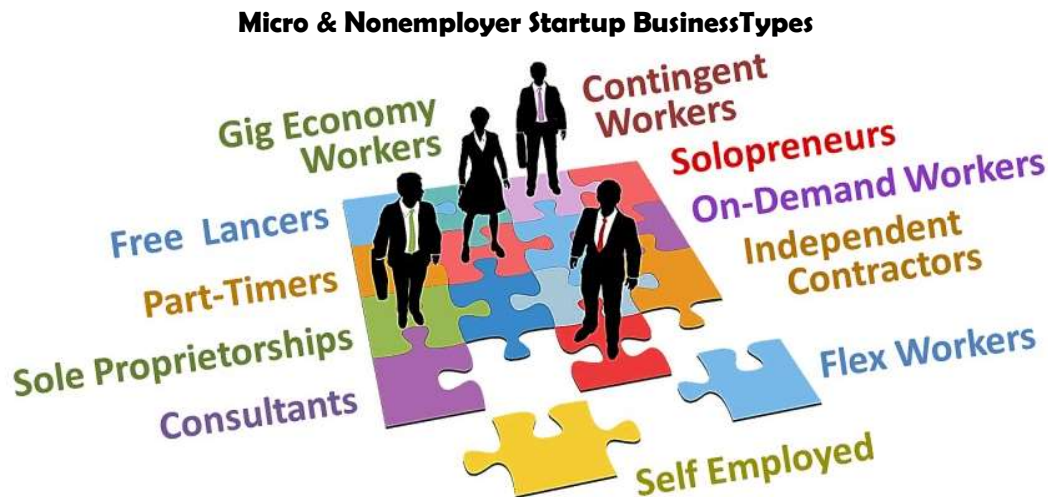
The Jobenomics Digital Academy & Business Generator consists of a combined entrepreneurial and enterprise center to exploit career and business opportunities afforded by the dramatic rise in the digital economy. The primary purpose of the Digital Academy is to attract, assess, coach, train, and certify candidates in digital technologies via a lifelong applied learning and transformation mapping process. In addition, the Jobenomics



Business Generator uses the Jobenomics Community-Based Business Generator process to mass-produce digital startup firms (e.g., around one hundred new nonemployer firms and micro-businesses per month) in underserved or under-resourced communities.

Over the next decade, the digital economy will create 10s of millions of new startup businesses in the United States and 100s of millions worldwide. To capture the maximum number of jobs and startups, communities need to implement community-based business generators. Startups are seed corn for economies. If cultivating this seed corn is haphazard, economies wither.

As shown below, the types and amounts of new jobs and firms are enormous and beyond the grasp of most policymakers and the American public.



Micro-businesses have 1 to 19 employees and employ 32 million Americans. **Nonemployer** firms qualify as small businesses with no "paid" employees but provide 25 million jobs for their owners. Nonemployer firms represent 80% of all U.S. businesses that are growing twice as fast as employer businesses. Over the last decade, the number of nonemployers (self-employed, independent contractors, freelancers, professional services, and traditional temporary workers) doubled from 20% to 43%.

The global digital economy is growing 20 times faster than the industrial economy. Countries that have a forward-looking strategy will prosper. Nations with a business-as-usual approach will decline economically and suffer unrest due to the ubiquitous social media.



The **Digital Economy** (also known as the web economy, internet economy, network-centric economy, or the new economy) is (1) transforming economies, (2) revamping existing institutions, governments, businesses, and workforces, (3) instituting new ideas, beliefs, behaviors, and cultures, and (4) changing human endeavor. The speed of digital transformation is both brilliantly innovative and creatively disruptive. The digital economy will create millions of new U.S. small businesses and tens of millions of jobs with proper focus and leadership. Communities with a laissez-faire approach to the digital age's transformative power will see their economy, business base, and labor force erode.

As summarized below, there are at least nine unique but intertwined subcategories that define the emerging Digital Economy:

- **Electric/Mobile-Commerce:** the buying and selling goods and services or transmitting funds or data via digital networks. The pandemic accelerated electronic retail sales (an e-commerce subcategory) a decade ahead of expectations and accounted for over \$860 billion in 2020, up 44% from 2019. 80% of smartphone users now engage in mobile commerce to make online purchases.
- **Sharing Economy** is a peer-to-peer, access-driven business model characterized by the ability to share or trade (goods, knowledge, money, time, skills, content, etc.) rather than buy or own. 86 million Americans have used the sharing economy so far in 2021, with an anticipated 2,000% growth over the next decade.
- **On-Demand Economy:** a business model where consumer demand is satisfied by near real-time provisioning of goods and services. 22 million U.S. users. Worldwide the on-demand economy should exceed \$1 trillion in 2021, accelerated by increased usage (pandemic related) of online entertainment, next-day delivery, and meals-to-go.
- **App/Bot/AI Economy** refers to the range of economic activity surrounding intelligent web-based applications. Apps (applications) are the digital interface through which we live, work, play, and the primary way we engage with media, brands, and ultimately with each other. A bot, also known as a web robot, an internet chatbot, or simply bot, is an interactive, artificial intelligence-driven software application that runs automated tasks or simulates a conversation to deliver text-, voice- or video-based information via a networked device. Artificial intelligence (AI) is the intelligence exhibited by machines or software that can do things typically done by people. AI economy impact is estimated at 14.5% of U.S. GDP (\$3.7 trillion) by 2030.
- **Platform Economy** encompasses digitally-enabled social, business, and government activities. A platform (network) business model creates value by facilitating exchanges between interdependent groups, usually consumers and producers. Retail (pipe model) stores give way to e-retailing (platform model). For example, healthcare is now emphasizing outpatient and telemedicine (platform) services in addition to inpatient (pipe) care. The Platform Economy is also a network platform business model where mega-technology corporations exploit network effects to garnish greater and greater influence and control of significant segments of society and the global economy. The top-5 U.S. tech firms (Apple, Microsoft, Amazon, Alphabet/Google, and Facebook) market value is over \$8.4 trillion, 300% more than India's economy, which supports 1.4 billion people.
- **Creator Economy** entails earning income from making and distributing online content. With the advent of streaming video, online entertainment, social media, and video sharing, new and fresh forms of content are in high demand. The number of new content producers has skyrocketed with new smartphone video technology and inexpensive and high-quality mobile action cameras (e.g., GoPro). The fledgling Creator Economy (paid) consists of more than 50 million independent content creators, curators, and community builders, including social media influencers, bloggers, videographers, and technology providers, of which 2 million are full-time professionals. These statistics do not include content creators that work for the established television, film, and streaming service industries—a huge source of business and jobs for these independent creators.
- **Gig/Contingent Workforce Economy** is an environment where temporary positions are common, and organizations contract with independent workers for short-term engagements. The Gig/Contingent Workforce Economy is creating an employment landscape that provides an opportunity for workers in the future economy where part-time and temporary workers outnumber full-time workers with standard workforce agreements. The gig/contingent workforce soon will be the dominant (50%) form of labor in the

United States based on (1) the emerging digital economy, (2) revolution in digital and network technologies, (3) automation of manual and cognitive jobs, (4) shift from full-time to task-oriented labor, and (5) cultural differences of new labor force entrants.

- **Data-Driven Economy** involves accessing and exploiting information and knowledge in big-data pools to maximize operational efficiencies and reduce costs. While difficult to measure, McKinsey Global Institute estimates that the economic impact of Big Data could generate \$30 trillion in additional value this decade in seven industries (education, transportation, consumer products, electricity, oil and gas, health care, and consumer finance).
- **Internet of Everything (IoE) Economy** expands Internet of Things (IoT) machine-to-machine interactions to an ecosystem encompassing people and processes. IoE is well on its way to connecting tens of billions of things to enable billions of connected people. Cisco estimates that 99.4 percent of physical objects that may one day be part of the IoE are still unconnected. With only about 10 billion out of 1.5 trillion things currently connected globally, there is vast potential to "connect the unconnected." The economic impact of IoT alone is estimated at \$11 trillion by 2025, with 75 billion connected devices. The Internet of Behaviors (IoB) uses IoT/IoE technology to influence behavioral changes from healthcare wearables to consumer monitoring to behavioral care applications (mental illness, childcare, etc.).

Digital startups are ten times easier to create than traditional brick-and-mortar startups. They are also significantly less expensive to start since the bulk of their infrastructure is in the cloud, and support staff is available as needed online. Consequently, the fastest way to propel local economies in underserved and under-resourced communities is by mass-producing digital economy startups.

Startups are the seed corn of the U.S. economy. During the pandemic, the media overwhelmingly showed the demise of approximately small businesses. While the COVID lockdowns decimated brick-and-mortar firms, digital startups flourished.

The vast majority of all future jobs will require digitally literate workers. However, most labor forces are woefully ill-equipped to perform and compete effectively in the digital domain. Although most working-age adults use the internet every day, they lack the skills to meet today's growing demand for trained digital professionals. Advanced economies, like the United States, are no exception.

The primary reason for these job openings is a lack of a digitally skilled labor force. Across all industries, data show that 31% of U.S. workers have no or limited foundational digital skills. 35% of all workers have only a baseline level of proficiency and struggle with new digital tasks. That leaves only 33% of all workers with advanced digital skills to prosper in the digital domain. While it might seem that younger workers would be uniformly digitally literate, 43% of U.S. workers aged 16 to 34 have no or limited digital skills. With this poor talent level, the United States cannot effectively compete in the digital domain, putting the USA at risk economically, politically, militarily, and socially.

Digital literacy is the foundation upon which everything in the Digital Economy depends. To be digitally literate, one must first be literate in basic educational skills. According to the OECD, of the top 77 nations, the USA ranks 13th in reading, 18th in science, and 27th in math. America's digital near-peer competitor, China, ranks 1st in each of these categories

Consequently, Jobenomics recommends a Digital Academy & Business Generator in every medium and large American community. Jobenomics recommends the same for other countries.

Jobenomics America TV & EmeraldPlanet TV

As evidenced by Vietnam War protesters, Tiananmen Square, the Arab Spring, and the ousting of numerous officials (including a recent American president), the media is an effective weapon.

After multiple appearances on CNN, NBC, and Fox, Jobenomics decided that it needed to start an independent television show on a network with thousands of outlets worldwide. Jobenomics turned to EmeraldPlanet TV (that produced dozens of Jobenomics shows) and Dr. Samuel Lee Hancock (a Jobenomics Board Member) to achieve this need. Most Jobenomics clients need to have better control over the public narrative

EmeraldPlanet International Foundation and its Founder/CEO, Dr. Samuel Lee Hancock, is a strategic partner that Jobenomics calls into service regularly for advice and global outreach. Known simply as Dr. Sam, he started an EmeraldPlanet Trek that identifies and shares the globe's best green business practices. His "Trek" journey has taken him to over 100 countries to interview senior government and industry officials from 103 countries and post these interviews on EmeraldPlanet TV (EPTV).



Dr. Sam Hancock

EPTV is a weekly 1-hour green practices TV show that airs on or is available to 214 countries and territories. EmeraldPlanet TV has produced and recorded 3,000 programs. Via the PEG (Public, Education, Government) Media network, EPTV is available to **229,000 worldwide outlets**.

All full-length EPTV programs are converted into podcasts and featured on Spotify, Anchor, Google Podcasts, PocketCasts, Breaker, RadioPublic, and The EmeraldPlanet Podcasts. To further reach an ever-expanding network of international contacts in cellphone-centric societies, EPTV converted its website into an app. EPTV shows are available for iPhone and Android cell phones worldwide.

Dr. Hancock serves as Chuck Vollmer's Co-Host and Executive Director on Jobenomics America TV (JATV). To date, JATV has recorded approximately 100 episodes, many of which Jobenomics posts on its website. Jobenomics uses JATV and EPTV to introduce Jobenomics' economic, community, startup business, workforce development programs to U.S. and international audiences. Most shows feature senior public and private sector officials, CEOs, influencers who want to discuss their products and services within a Jobenomics and EmeraldPlanet green business and jobs context. Additionally, JATV and EPTV personnel assist Jobenomics chapter leaders in developing their omnichannel media products (websites, shows, podcasts, apps, etc.) and services that will help them mass-produce locally-owned businesses.

These media tools and outlets are essential in getting the word out, documenting your progress on miles, and coalition-building.

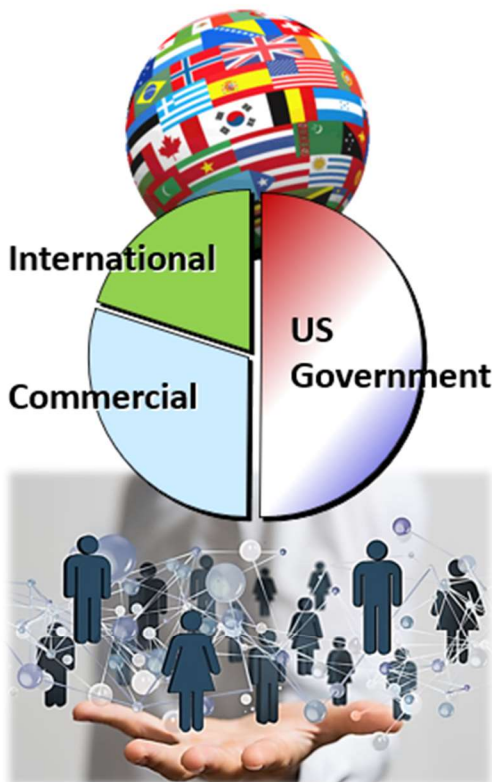
One of the most effective ways to build a coalition is via a media campaign. Most influencers want to express their opinions on television meaningfully without being edited down to sound bites by media pundits. JATV and EPTV hour-long shows have four segments available within hours to clients without restrictions. Most clients use this material on their websites or video for commercials and public relations campaigns.

In summary, media skills are paramount to controlling a narrative, documenting progress, and mitigating misinformation.

VII Inc. (1996 to Present)

VII Inc. is an international strategic planning, systems engineering, and investment capital firm specializing in emerging government and business initiatives. VII's clients include large government agencies and corporations in the United States, Europe, Israel, MENA, Russia, and PacRim nations. Almost all work accomplished for these clients involved security-related and business development projects. Over the last 2½ decades, VII completed over a thousand assignments for senior-level officials. Since pictures are worth a thousand words, the following charts display the cover sheets of final reports for some of our most noteworthy efforts.

VII Inc. Clients



20% International, 30% Commercial, 50% U.S. Federal Government

- **International**
 - Middle East (GCC, Jordan, Egypt, Israel)
 - Western European/NATO
 - Russia (New Independent States)
 - Pacific Rim (N&S Korea, Japan, Taiwan)
- **Commercial**
 - Aerospace And Defense Corporations
 - Information Technology Corporations
 - Service Companies & Firms
 - Policy Institutes (CSIS, CSP, ICRD)
- **US Government**
 - US Congress
 - Department of Defense
 - Office of the Secretary of Defense
 - Joint Staff & Combatant Commanders
 - US Central Command (Middle East/Africa)
 - US Joint Forces Command
 - US Transportation Command
 - US Space Command
 - European Command
 - US Air Force
 - Air Staff (CC, XO, XP, XI)
 - Air Combat Command
 - Air Mobility Command
 - AIA, AFIWC, AFC2ISRC, AFRL/IF
 - US Army
 - US Navy, US Marine Corp
 - DARPA
 - Office of Homeland Security
 - Veterans Administration, VFW
 - Department of Transportation/FAA
 - Department of State/USAID
 - Domestic & International Commissions

This chart depicts VII's wide range of clients. As shown, U.S. federal government departments have funded the mainstay of the work assignments that consisted of strategic planning, concept development, concepts of operations (CONOPS), and program and business development. Since most of the U.S. government and corporate funding dealt with coalition-building with foreign entities, three-quarters of the assignments were international, from NATO restructuring to Russian privatization to the Global War on Terrorism.

Most of the work with policy institutes and commissions dealt with security-related policies from nuclear disarmament (including being part of a two-person delegation to meet with President Kim Il Sung) and the U.S. Commission on National Security 21st Century (USCNS/21, or Hart-Rudman Commission).

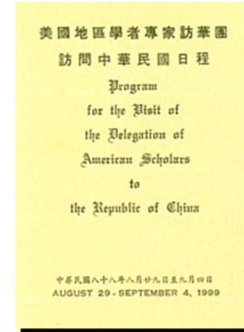
International Diplomacy & Goodwill



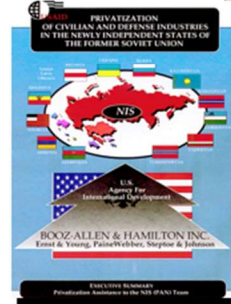
Peacemaking Initiatives



U.S. Government Delegations



Cultural, Social, Religious Assessments



Privatization & Education

Collaboration With Leading International Diplomats

Since Mr. Vollmer was a proven strategic planner, leading Washington thinktank board member, highly decorated military officer, and former defense industry executive, the U.S. government invited him to join numerous diplomatic efforts. As mentioned, one such effort was the Yongbyon Nuclear Research Center meeting with Kim Il Sung in Pyongyang (see picture above, Vollmer seated far left). Another involved the Republic of China Delegation of American Scholars (yellow cover shown), a delegation of a dozen national security experts sent to analyze Taiwan's vulnerability to an attack from the mainland. Since Colonel Vollmer was the only scholar with military experience, President Lee Teng-hui asked his Defence Chief LTGEN Tony Sun to represent him to the USAF Chief of Staff regarding shortfalls in the deployment of F-16 fighters to the Taiwanese Air Force.

Mr. Vollmer was instrumental in founding the International Center for Religion and Diplomacy (<https://icrd.org/>), a Washington DC-based non-profit dedicated to conflict prevention and resolution. In this capacity, he developed peacekeeping, cultural, and religious assessments related to the Arab-Israeli, Pakistan-India, Darfur-Sudan conflicts and the ongoing Syrian conflict and diaspora.

Jobenomics is also a board member for the following organizations, Emerald-Planet (<http://www.emerald-planet.org>, discussed earlier), Institute for Sustainable Development (<https://www.isdus.org/>), a non-profit that promotes disaster recovery and long-term community transformation, National Faith-Based Empowerment Coalition (<https://nfbec.org>) that enables the revitalization of underserved and under-resourced minority communities, ACTS Freedom Farms (<https://www.actsffa.com/>) an organization dedicated to producing 50,000 veteran-owned micro-farms, and Combat Soldiers Recovery Fund (<https://combatsoldiersrecoveryfund.org>), a non-profit that provides grants to disabled veterans.

Strategy & Doctrine Development



The Department of Defense, thinktanks (Center for Strategic and International Studies shown), and private sector clients regularly retained VII to provide strategy and doctrine development. VII collaborated with leading Gulf War Generals, Admirals, and defense experts (Harlan Ullman and Jim Wade) and published the best-selling Shock & Awe book. This operational concept ultimately removed Iraq President Saddam Hussain from power.

Aerospace Strategy & Planning



VII was able to attract former generals and aerospace experts to develop strategic visions and strategies for the US Air Force, Air National Guard, foreign air forces, and the aerospace industry. Written for the U.S. Air Force Chief of Staff and Director of the Air National Guard, the Air Force Future, Vectors, Vanguard presentations (shown) became seminal planning documents for USAF and ANG direction and policy-making. The Title 32 (the federal statute for financing state governor usage of National Guard assets) document led the way for using funds from the new Department of Homeland Security for ANG information, command, and control operations.

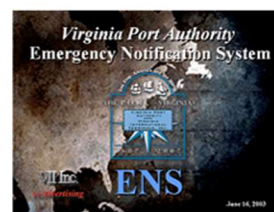
Homeland Security & Civil Support



Emergency Notification & Recall Systems



CSIS Homeland Security Study



State/Local/Community Notification Systems



Anti-Terrorism IO Centers



International Cooperation



HLS Planning

VII was also on the ground floor to develop the new U.S. Department of Homeland Security and state and local homeland security information operation and notification centers. VII partnered with UK's Defence Evaluation and Research Agency (QinetiQ) to use their research vessel Triton trimaran (triple hulled) vessel as a prototype for the U.S. Littoral and Port Security System. Our joint team even developed a U.S. Coast Guard configuration that sailed the Triton from England to demonstrate its nearshore maneuverability in New York harbor.



Information Operations/C4ISR



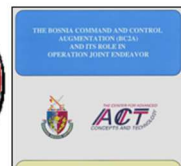
Information Operations



Information Warfare



Defense Science Board



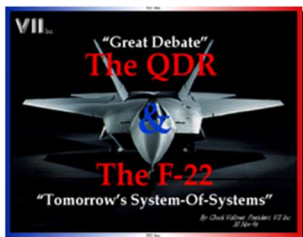
Allied Interoperability



Network Centric Operations

VII was also involved with cyber security and operations when these concepts were in their infancy. As evidenced by Jobenomics' recent books on the digital economy and digital technology revolution, our organization remains on the leading edge. VII also started an information security company (CyberSec) but folded when a larger company poached our top information security (CISSP) professionals.

Program-Level Assessments



F-22 Raptor



JSTARS, Discover II, UAVs



Joint Strike Fighter/F-35



System Interoperability



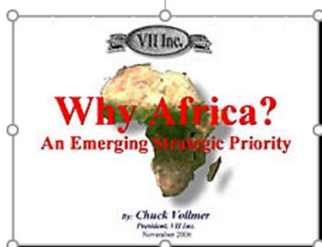
Satellites



Sensor Subsystems

Having been on the initial design teams for stealth aircraft at McDonnell Douglas and General Dynamics, a VII team joined other engineering teams for program assessments of next-generation systems like the F-22 and futuristic airborne sensors (JSTARS, unmanned vehicles, and satellites). VII's primary role in these endeavors was system-of-systems engineering and interoperability. The USAF even asked Vollmer to represent them on CNN in

African Energy Initiatives



Sierra Leone
Oil Refinery Initiative

African Union Maritime Security Center Program Concept



Gulf of Guinea could supply 25-40%
of US oil and gas imports by 2015.

Washington to narrate the initial rollout of the new Raptor at the Lockheed Marietta plant in Georgia. Program assessments also included projects like the African energy initiatives shown above that VII worked with U.S. and African officials to consider. VII worked with other countries, like Pacific Rim Nations, Russia/New Independent States, and China. Notwithstanding, GCC (Gulf Cooperation Council), MENA (the Middle East and North Africa), and Israel/Palestine programs took center stage due to U.S. government support and financing.

Middle East Programs



North Africa

- **Algeria** - Joint Operations Document (Northrop)
- **Egypt** - GCC Air Chiefs integration
- **Malta/Libya** - Natural gas proposal (Alchem)

Gulf Cooperation Council Air Chiefs

- Vision 2010, Missile Defense CONOPS, Regional Airspace Initiative
- Six Middle East Air Symposia
- Four Information & IT Security Symposia
- Three Cultural Engagement Conferences
- Numerous Understanding Islam Presentations



Israel

- Israel Aircraft Industries (IAI) Consulting
- IAI North America 2000 Plan
- Unmanned aerial vehicles
 - HARPY & Hunter Joint Venture
- Arrow missile assessment
- Border security
- Gaza gas project
- Religious studies

Jordan

- GCC Air Chiefs integration
- Four Royal Court policy speeches

Qatar

- Royal Court policy speeches
- Olympic Games support

United Arab Emirates

- UAE Air Force & Air Defence Vision 2010
- Air Warfare Center
- AF Simulation Center
- High Altitude Airship
- C4ISR/IT/IO Services
- Smithsonian Museum

Saudi Arabia

- Air Operations Center
- CBRE Technology Park

Iraq

- Counter terrorism
- Iran assessments
- Policy studies

Syria

- Strategic Analyses
- Refugee studies

Sudan & Kashmir

- Deployable GeoShelters
- ICRD Reconciliation Training

Due to an unusual set of circumstances, the U.S. Central Command, which oversaw the Middle East and Africa, asked Mr. Vollmer to be an "Arab coach" in a coalition-building effort regarding the Global War on Terrorism. After determining that CENTCOM needed a senior U.S. statesman to help Arab officials (royals and generals) to hold consensus-building symposia. From 1997 to 2007, VII personnel traveled to the Arab Gulf Region and Jordan over 50 times. As indicated above, Arab officials were interested in business development as consensus building.

Ummah & Arab Coalition-Building Initiatives



Middle East Air Symposia



Information Technology & Computer Network Defense Symposia



Cultural Engagement & Religious Understanding Symposia & Presentations



From a global security standpoint, the coalition-building symposia and cultural/religious engagement undertakings were the most valuable since they helped close the gap between Western Islamophobia and Anti-West sentiment. As the gap closed, suspicions receded, and meaningful interactions took place.

Other Corporate Highlights (1979 to 1996)

1991 to 1996. During the closing of the General Dynamics' advanced technology operation (DIO), Booz Allen & Hamilton (BA&H, a prestigious international consulting firm) offered Mr. Vollmer a partnership to start a system-of-systems organization like the one he created in Washington DC. During his six-year tenure at BA&H, Vollmer's Northern Virginia-based Technology Initiatives Practice managed six field offices and created three programs that were the largest BA&H producers of the five hundred practices at BA&H.

The first program was the Community Learning and Information Network (CLIN), a distance-learning company installed in several hundred sites across America. CLIN was a public-private partnership creating a community-linked learning and information system that provided equal access to education, training, and information for life-long learning, new skills, and enhanced quality of life. In 1992, CLIN was a pioneer in computer-based training and content creation. CLIN was one of the first organizations to combine an open systems architecture, computer-based instruction, two-way interactive video, remote site connectivity, and bandwidth on demand. The U.S. National Guard Bureau was the first government agency to implement CLIN, called the NGB Distance Learning Network. While this program was a big-money-maker for BA&H, the company did not have the money to compete against larger companies. Our patented CLIN process was not enforceable against institutions with deeper pockets.

The second program involved the establishment of the National Automotive Center in Warren, Michigan. NAC was located adjacent to the U.S. Army's Tank & Automotive Research Development Engineering Center (TARDEC) and chartered to foster joint government, industry, and academia research. Additionally, it was the DoD/Army focal point for collaborative ground vehicle research and development and serves as a catalyst linking industry, academia, and government agencies in the creation, exchange, and commercialization of products.



The third and most important program was the Russian Privatization program. Vollmer's team organized and managed one of the four U.S. consortiums involved with industry privatization in the former Soviet Union. These consortiums accomplished the most extensive privatization effort in history, converting over 70% of state-owned industries to private enterprises. Russia's USAID-funded mass privatization program, the cornerstone in the vast economic reform effort, is widely recognized as extraordinarily successful in both the speed and scope of its implementation. Privatization occurs when a government-owned business, operation, or property becomes owned by a private, non-government party. The transfer of ownership occurs via vouchers, like the one shown.



1985 to 1991. Having been recruited from McDonnell Douglas (the West's largest defense conglomerate) to General Dynamics (the second largest), Mr. Vollmer arrived at a turbulent but auspicious time. From a security standpoint, the Soviet Union, USA's arch-enemy, was showing signs of collapse. At the same time, GD leadership was under attack for alleged "waste, fraud, and abuse" in connection with billions of dollars worth of government defense contracts. Fortuitously, Vollmer's arrival coincided with the new incoming CEO, Stan Pace, a fellow military academy graduate (West Point) and a decorated WWII bomber pilot, albeit 27 years older.

As the fledgling Corporate Vice President for Strategic Planning and Operations analysis, Stan Pace wanted a strategic assessment of new businesses and technologies to reduce dependence on GD's current line of troubled programs. Over the next two years, Vollmer developed a strategic framework that included space and satellite product lines (starting with the Pentagon's budding Strategic Defense Initiative, aka Starwars), advanced

simulation and training centers (high-tech simulators were coming into vogue), data automation (the predecessor to today's data centers), and information operations (the dot.com bubble was beginning to form).

This framework included detailed plans for a Battlefield Integration Center (a massive facility that could simulate entire wargames) at the aircraft plant in Fort Worth and a Washington DC-based advanced business development center (for next-generation government and commercial programs). The GD Board of Directors approved both programs, and much to his surprise, Mr. Vollmer was offered the Washington DC position as General Manager.

In 1988, the Defense Initiatives Organization (DIO) opened with Vollmer at the helm with an annual \$25 million budget and a maximum headcount of 50 personnel. The DIO started dozens of new enterprises, including a joint venture to build a Thyssen Henschel/Mercedes Benz-developed Nuclear Biological Chemical Reconnaissance System (shown) at GD's Tank Division in Michigan, the company's new Strategic Defense Initiative and Unmanned Aerial Vehicle Divisions, a Diamond Film Development company, an advanced R&D group, and a national initiatives studies group. The DIO captured over a quarter of a billion dollars of contract awards within three years. Then in 1991, the former Soviet fell. GD's major stockholder hired a new CEO to liquidate GD business units, including the DIO, in response to plummeting stock prices.



1979 to 1985. McDonnell Douglas recruited Mr. Vollmer from active duty as a production test pilot for flight testing F-15 A, B, C, and D aircraft rolling off the production line. While he was on active duty, Captain Vollmer ran the flight test group at Luke AFB's maintenance division of 120 F-4 Phantom II aircraft and later worked with McDonnell Douglas test pilots to train USAF pilot's in the first F-15 A/B squadron in the United States.



While waiting for his slot at the USAF test pilot school, McDonnell Douglas made him senior test engineer in the experimental test division. His initial test assignments included F-100 engine testing, installing new chaff and countermeasures dispensers on test aircraft, and conducting a host of airborne avionics, flight control, and weapons tests. Later, he was selected to run the first ASAT (anti-satellite) test that launched a missile from a supersonic F-15 aircraft in a near-vertical climb into a simulated target in space. The test was successful, but Washington politicians decided against a weapons space race and canceled the program. When his training slot became available, he declined to continue his exciting test work and joined the Air National Guard to fly F-4 Phantoms as a weekend warrior.

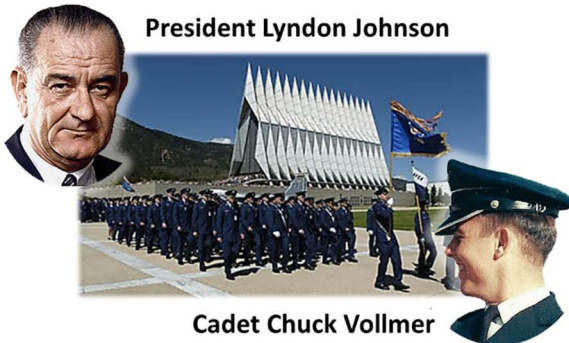
Shortly after that, Vollmer became the director for the Mitsubishi F-15J/DJ Eagle (produced under license by the USAF) certification. As part of this year-long test effort in St. Louis and Edwards AFB (California). Vollmer's team managed 50 Japanese engineers, two JASDF test pilots, and a Japanese Brigadier General. The Japanese engineers were meticulous in their evaluation and caused his team to learn more about every subsystem on the aircraft than they cared to know.

After the successful F-15J program, McDonnell Douglas reassigned him to work on the elite initial design teams of F-15E Strike Eagle and YF-23 Stealth aircraft. After the design work for the F-15E was complete, he became the F-15E marketing manager in an effort that culminated in the \$32 billion USAF purchase of the F-15E, beating out General Dynamics' F-16XL. When McDonnell Douglas's YF-23 stealth aircraft lost to General Dynamics' YF-22, GD's Executive Vice President of Aerospace recruited Vollmer to become GD's new Corporate Director of Strategic Planning and Operations Analysis.



Other VII Founder Background Highlights

When asked, Mr. Vollmer describes himself first as a combat-hardened fighter pilot, second, a serial entrepreneur, and, most importantly, a dedicated Christian.



President Lyndon Johnson

Cadet Chuck Vollmer

In the security realm, Mr. Vollmer's credentials began with being raised in a military family being appointed to the U.S. Air Force Academy by President Lyndon Johnson. After graduation, he volunteered to go to war and became one of the most highly decorated fighter pilots in the Vietnam war with 6 Distinguished Flying Crosses and 11 Air Medals.

F-4 Phantom II



After 10-years on active duty, he continued flying with U.S. Air National Guard while pursuing a successful career in the defense industry, rising from McDonnell Douglas aerospace engineer to a Corporate Director in the world's second-largest defense firm, General Dynamics.

Over the last five decades, he created a network of thousands of security professionals, served on the boards of leading Washington thinktanks, advised presidents, kings, and even dictators (e.g., Kim Il Sung, shown on the right with his wife, Trish, and son, David), and started hundreds of security-related programs and businesses.

Mr. Vollmer received a Bachelor of Science degree in Engineering Management from the USAF Academy and a Master's in Education from Northern Arizona University. He is a graduate of the Massachusetts Institute of Technology's Sloan School of Management for Senior Executives. Chuck remains happily married to his high school sweetheart, Trish Eagan, from Lewisburg, Pennsylvania. Their son was the President of VII Enterprise Solutions and now manages a Systems Engineering Group at Cisco, a leading IT conglomerate.

U.S. Security Delegation In North Korea



President Kim Il Sung & Chuck Vollmer Center

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