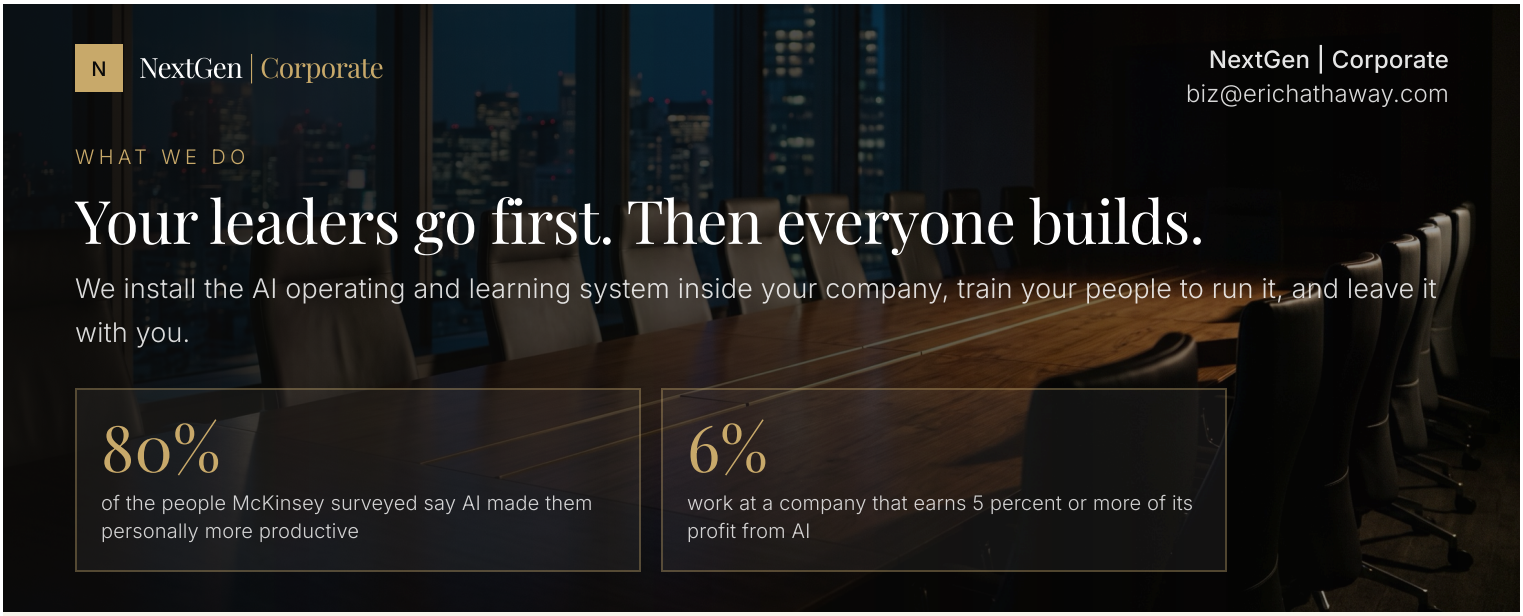
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WHAT WE DO

Your leaders go first. Then everyone builds.

We install the AI operating and learning system inside your company, train your people to run it, and leave it with you.

80%
of the people McKinsey surveyed say AI made them personally more productive

6%
work at a company that earns 5 percent or more of its profit from AI

THE PROBLEM

Leaders are giving orders about a tool they haven't used.

01 Most leaders decide how their company uses AI without using it much themselves.

02 They don't know what it can do, so their orders are off and everyone below does the wrong thing faster.

03 Leaders who don't learn it and use it before everyone else will lose to the ones who do.

Figures as cited in "We've done it backwards" by Eric Hathaway.

THE FIX

Learn. Create. Own.

1 **Learn**
Your people learn it.

2 **Create**
They build with it.

3 **Own**
The company owns it.

4 parts each tier is built from	**13** modules in one stack	**1** scorecard for people and agents	**$25K** first step, separate from every donor level	**Free** learning, because donors fund it

HOW IT WORKS — Inside the organization

1 THE SEQUENCE

01 Day one	The leadership hub and the AI department start together. Neither works alone, so neither starts alone.
02 The pilot	The executive team goes first. They run the hub, practice on real work, and write the rules. The pilot has to work before anything else starts.
03 The waterfall	Managers next, then every employee, in waves. Anyone who joins later is trained as part of onboarding, on day one.
04 Build, not buy	Your teams build what the company used to rent. We believe the subscription list gets shorter and the part you own gets longer.
05 The layer that stays	People, rules and knowledge stay. Employees keep seeing the same screen, so a new tool plugs in without retraining the company.
06 The result	We believe every employee who goes through this knows how to use AI on purpose, and safely.
07 Families	Employees' families join the courses. Once a month, your company hosts a four-hour community session.
08 Where it starts	It starts with the assessment.

https://www.thenextgenintern.com/how-it-works

2 THE STACK

MEASURE	Human and agent scorecard	The value ledger		
GOVERN	Governance layers	Lie detectors	The library	
DECIDE AND RUN	Augmented board	Executive team room	Management layers	Investor rooms
BUILD AND DELIVER	Innovation teams	Delivery teams		
PAIR AND TEACH	One agent per person	Learning agents		

TWO DONOR LEVELS — The gift scales with the people it reaches

TWELVE MONTHS

Founder

from $250,000

Start inside

Start inside. Your executive team, or one team, gets the base level: the leadership tools, the learning and the rules. Twelve months. From $250,000.

The executive team or one team, at the base level.

EIGHTEEN MONTHS

Catalyst

from $500,000

The whole company

The whole company. It includes everything in Founder, the executive team or one team at the base level, at greater depth. Everyone learns and builds, and the learning reaches employees' families and the community. Eighteen months.

From $500,000 for about 250 people

About $1,000,000 for about 500 people

Larger companies are scoped after the readiness assessment.

Catalyst targets for the whole company. By month 18, we aim for every employee trained, about 35% of employees' families engaged, and about 3% of the local community engaged. Engaged means they joined a course or a community session. We measure it and report it to you. These are targets, not promises.

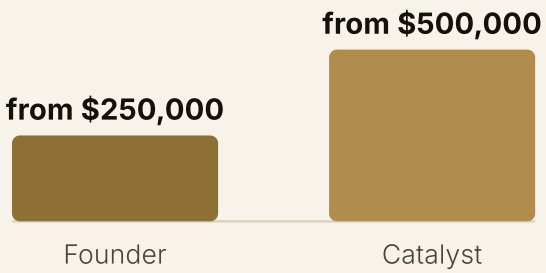
The gift scales with the number of people we reach. What each level includes is scoped in a conversation after the readiness assessment. The learning is free for the people it reaches, and donations pay for it, including free learning for universities and students, for employees, for their families and for the community.

3 PUBLISHED COMMITMENTS

Illustrative

ILLUSTRATIVE

Starting amounts. Not a return.



4 SAFETY AFTER DEPLOYMENT

We build the safety and governance layer and train your people to run it. Once it is deployed, your company owns it and is responsible for the security, the data and the use of what runs in its environment. The exact terms are in your agreement.

THE FIRST STEP — Separate from every donor level

5 READINESS CONVERSATION

A direct conversation with the CEO or owner, any investors (private equity, venture capital or a family trust), and the executive team. Everyone takes part. That is a requirement. If the leaders aren't ready to change along with the company, it ends here. We work remotely and build remote culture, and you will too. If you would rather have us on site, we are glad to come and you cover the travel. Your call.

6 READINESS ASSESSMENT

READINESS ASSESSMENT

$25,000

DURATION

2 to 4 weeks

Paid up front, non-refundable. Separate from every donor level.

The assessment comes before any implementation. For two to four weeks we test whether change can take hold in your company: your leaders, your people and your systems. It costs $25,000, paid up front and non-refundable, to an assessment partner. It is separate from every donor level and does not count toward any gift or service. If the answer is not yet, you still get the full assessment and a plan to get ready. Timing is set after the readiness assessment.

7 FIRST VISIBLE IMPACT, OUR ESTIMATE

Under 250 people	250 to 500 people	500 to 1,000 people	Over 1,000 people
WE EXPECT	WE EXPECT	WE EXPECT	WE EXPECT
1 to 2 months	2 to 3 months	3 to 4 months	Set after the assessment

We expect first impact in 1 to 4 months for companies up to 1,000 people. We set timing after the readiness assessment, and it depends on how much your leaders take part.

THE ACCEPTANCE TEST

Your company can deploy it, certify its own team, run its first useful agent or workflow, and complete an improvement cycle without the founder. That is what done means.

THE FAMILY TEST

Employees' families are invited into practical AI education, by choice, with their privacy protected. The target is about 35 percent of employees' families engaged.

THE COMMUNITY TEST

Practical AI education reaches the community around your company. The target is about 3 percent of the local community engaged.

When every employee uses AI and builds with it, that's power. We can get a company of about 500 people there in about ten months. A smaller company gets there faster, and a company near 1,000 people takes a bit longer. That's what we believe, not a promise. We set scope and timing after the readiness assessment.

Committed to serious change for the next generation.

Email Eric: biz@erichathaway.com

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