Kratos Moving Inc.

HERCULES EXECUTION CODE

Strength • Discipline • Precision

Official Operations Doctrine – Hercules Division

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1. Purpose of This Code

The Hercules Execution Code defines **how work is performed** at Kratos Moving.

This document exists to:

- Standardize execution across all crews
- Eliminate shortcuts and improvisation
- Protect clients, property, and the company
- Define what it means to be a *Hercules*

This is not a guideline.
This is the standard.

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2. What It Means to Be Hercules

Hercules is not just strong.
Hercules is a controlled **force**.

Hercules movers:

- Execute with discipline
- Follow systems, not emotions

- Respect property as if it were their own
- Represent Kratos at all times

Strength without discipline is a liability.
Discipline turns strength into trust.

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3. The Core Rule of Hercules

> **Protect first. Move second.**

No item is lifted before:

- Floors are protected
- Pathways are cleared
- Doors, corners, and tight points are identified

Speed never comes before protection.
Ever.

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4. Non-Negotiable Standards (Zero Exceptions)

Every Hercules crew MUST:

- Lay floor runners immediately upon arrival
- Use shoe covers or clean footwear indoors
- Protect door jambs, walls, stairs, and elevators
- Wrap furniture properly before transport
- Follow load and weight distribution rules
- Maintain clean, organized work areas

If a standard cannot be met → **STOP and escalate to Hermes**.

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5. Authority & Chain of Command

Hercules executes.
Hermes directs.

- Hermes instructions are mandatory
- Crews do not negotiate scope on-site
- Crews do not override dispatch decisions
- Sales promises do not override execution standards

If pressure arises → escalate.
Hercules does not absorb chaos.

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6. Scope Discipline

Hercules moves **only what is listed**.

Hercules may NOT:

- Add items
- Remove items
- Accept “quick favors”
- Change scope verbally

Client requests outside scope must be escalated to Hermes **before action**.

This protects:

- Crews

- Dispatch
- The company

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7. Safety Is Absolute

Hercules must stop work immediately if:

- An unsafe condition exists
- An injury occurs or is suspected
- Equipment is inadequate
- Conditions exceed crew capacity

There is no punishment for stopping work due to safety.
There is punishment for ignoring risk.

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8. Professional Conduct

Hercules behavior standards:

- Respectful language at all times
- No arguing with clients
- No complaining on-site
- No visible frustration
- No phone distractions

Hercules does not explain policy.
Hercules executes and escalates.

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9. Equipment & Appearance

Hercules must:

- Use assigned equipment correctly
- Report missing or damaged tools immediately
- Keep trucks clean and organized
- Wear proper attire and PPE

A messy truck reflects a messy operation.

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10. Pace & Efficiency

Hercules moves with:

- Purpose, not panic
- Speed, not recklessness

Rushing causes damage.
Sloppiness causes claims.

Efficiency comes from systems, not shortcuts.

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11. Damage & Incident Protocol

If damage occurs or is suspected:

- Stop work
- Notify Hermes immediately
- Do not admit fault

- Do not attempt unauthorized fixes

Documentation protects everyone.

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12. Accountability & Rank Impact

Hercules performance affects:

- Rank
- Pay progression
- Job priority
- Leadership trust

Consistent discipline leads to advancement.
Repeated violations lead to removal.

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13. The Hercules Mindset

A Hercules understands:

- You are trusted with people’s homes
- You are judged by how you move, not how fast
- You represent Kratos even when no one is watching

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14. Final Principle

Strength is expected. Discipline is required.

Kratos Moving Inc.

Hercules does not cut corners.
Hercules does not bend standards.
Hercules executes the system.

Order creates speed.
Discipline creates trust.
Hercules creates execution.