



Toward a Future of Double Value & Double Salary

Evershine Strategic Roadmap & AI Integration Overview

Dale Chen | Monthly Meeting | January 21, 2026

The Vision is to Double Annual Productivity and Rewards



The Goal

3.6 Million TWD

Target Annual Output per Person



The Reward

> 2 Million TWD

Projected Annual Salary for
1/3 of Colleagues

**Utilizing AI is the key to shortening
the timeline for this growth.**

Where We Stand Today: FY2024/25 Statistics

Data Period: July 1, 2024 – June 30, 2025

Workforce

132 Total Headcount

(125 Full-time, 7 Contractors)

Financials

Group Revenue: **270M TWD**

Net Revenue: **240M TWD**

(After deducting 30M sub-commissions)

Productivity Metrics

Gross Output/Person: **2.04M TWD**

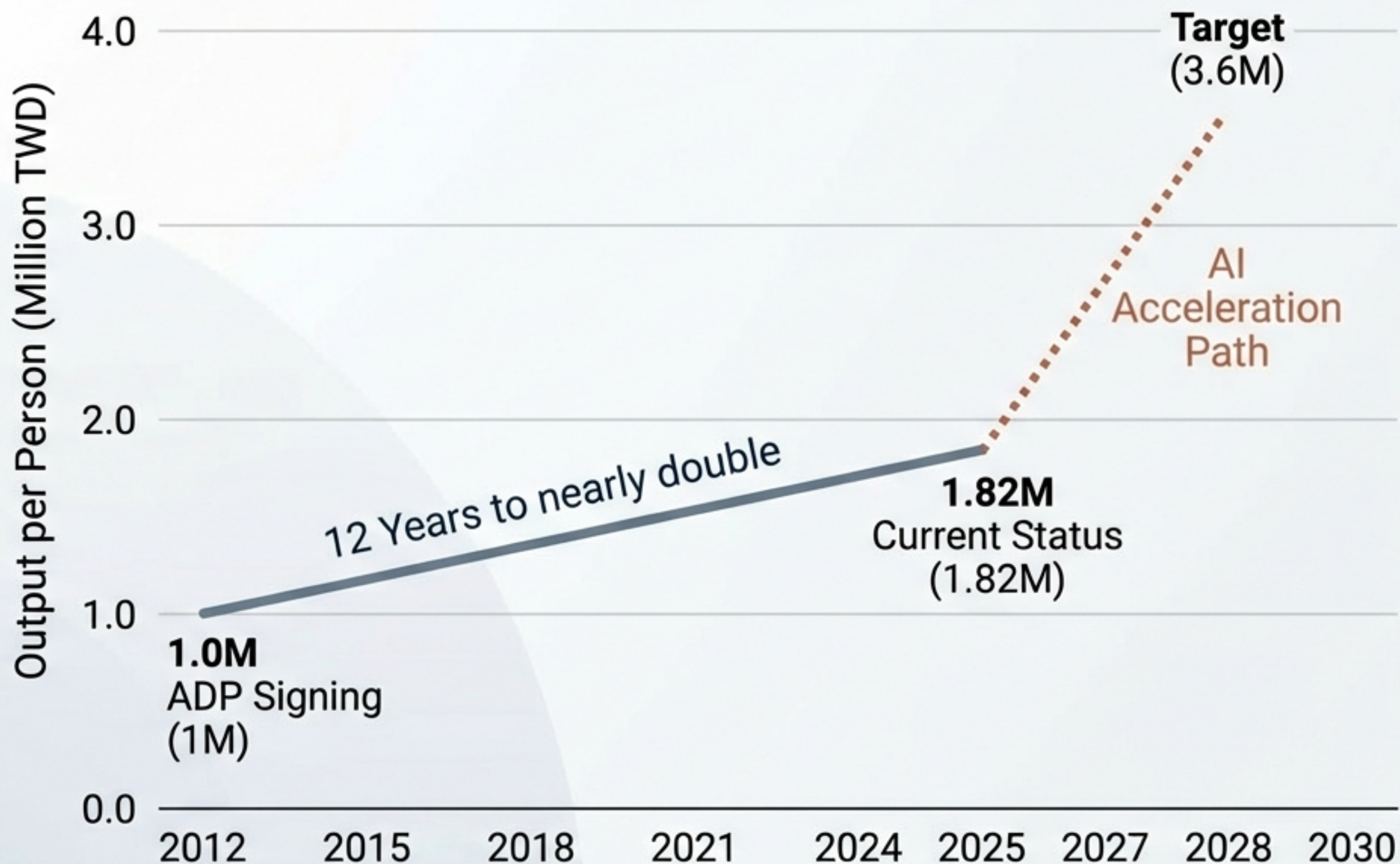
Net Output/Person: **1.82M TWD**

Success Metric

45 Employees

Currently earn >1M TWD annually (1 in 3 staff)

Why We Cannot Wait Another 12 Years



Burnt Sienna

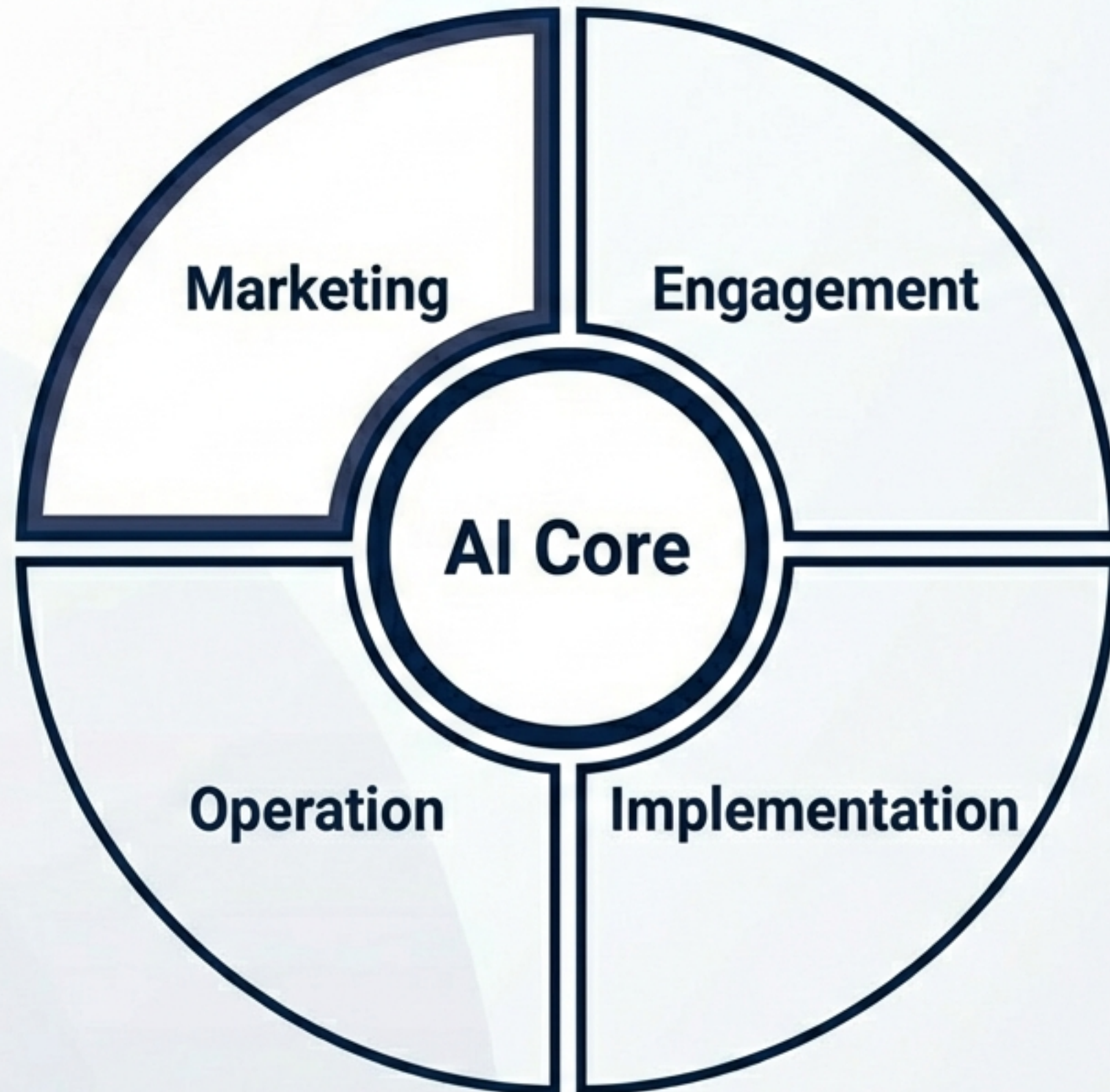
The Challenge:

Do we want to wait another 12 years?

The Solution:

AI serves as the accelerator to compress this timeline.

The Strategy: M.E.I.O. + AI Integration



Core Philosophy:

- Information originates at source. The person who generates information digitizes it immediately. No double entry.

Strategic Focus:

- Shift toward high-value countries where professional service rates exceed current output averages.

Marketing: The 'Marco Polo' Strategy



Content Strategy:

Recording client service scenarios—turning experience into 'dry goods' (valuable articles) similar to 'The Travels of Marco Polo'.

AI Integration: AI indexes this deep content for organic discovery. NotebookLM automatically converts web pages into downloadable PDFs and Infographics.

Engagement: The QIS Knowledge Ecosystem



System & Benefits:

- **System:** A repository covering 25 countries.
- **Benefit:** Every quote becomes a template. Collective intelligence ensures work done once is reused.
- **AI Tooling:** ChatGPT (Paid Tier) used to research complex local regulations for instant accuracy.

Engagement: Safety, Speed, and Collaboration



Democratic Authorization
(Draft by Staff)

Supervisor Review
(Office 365 Shared Mailbox)

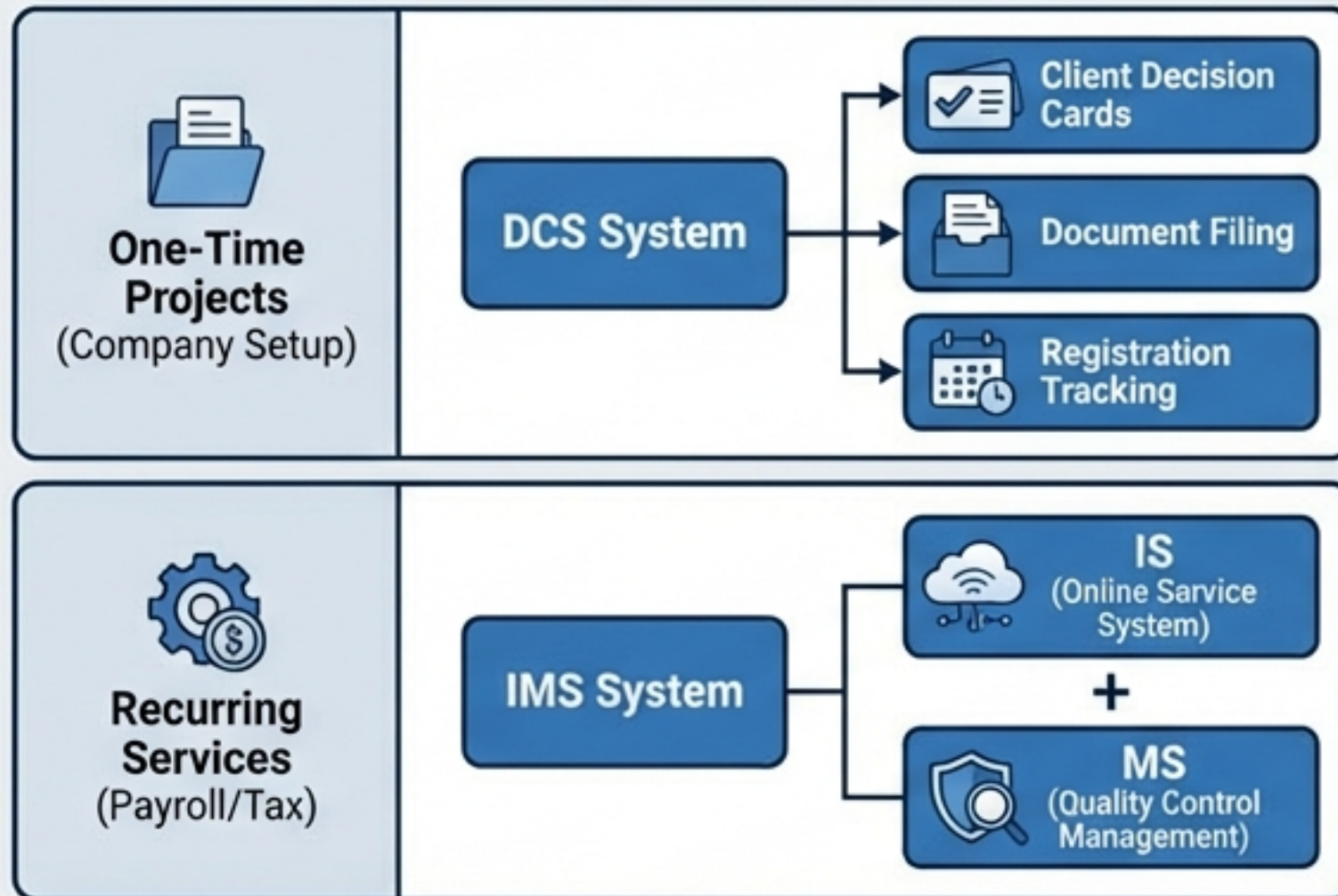
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Cross-Border Synergy

A colleague serving Country A uses QIS data to help a client expand to Country B.
NotebookLM converts QIS data into client-ready audio/PDFs.

Implementation: Systems of Quality Control

Quality Control Implementation Diagram



System & Benefits:

- **Structured Workflow:** Defined processes for one-time and recurring tasks.
- **Data Integrity:** Centralized systems reduce errors and improve accuracy.
- **Efficiency & Compliance:** Automated tools for documentation and tracking.
- **Risk Mitigation:** Consistent quality control management.

Operation: The 108-Agent AI Workforce



63 RPA Robots

39 AI Transformers



6 Specialized Tools



- Regulatory Audit AI (e.g., Jay's Report)
- Invoice Entry & Bank Transaction AI
- Payroll Cost Allocation
- Paper-to-Electronic OCR Conversion

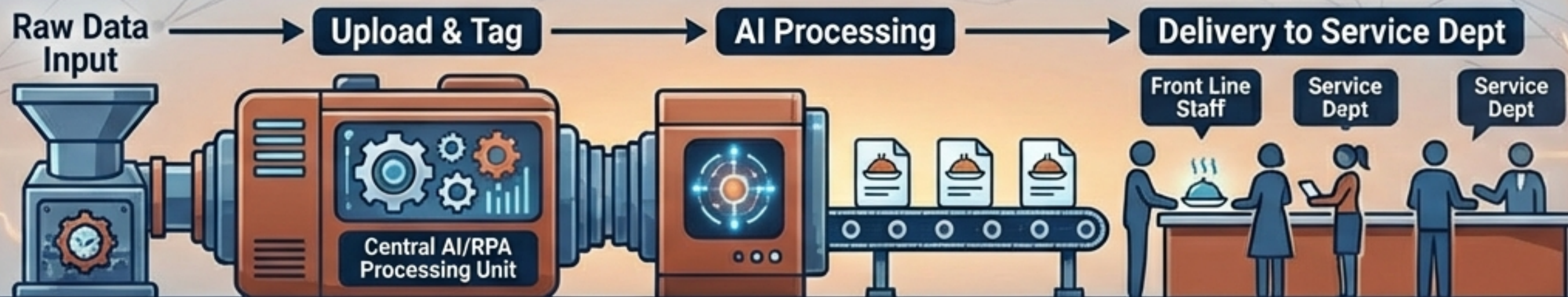
AI Reasoning (🧠) + OCR (Text) + RPA (🤖) = Digital Workforce (🌐)

The Conceptual Shift: The "Data Central Kitchen"

The Old Way (Individual Kitchen)



The New Way (Central Kitchen)



Drastic reduction in manual processing time, boosting WRSR performance stats.

Future Architecture & The Evershine CoWoS

Evershine AWS Platform



- **Development Philosophy:** All future systems based on the 'Central Kitchen' concept.
- **Evershine CoWoS:** Blending internal systems with external partner data for seamless cross-border management.

The Path to Double Productivity



A diverse group of seven business professionals, including men and women of various ethnicities, are walking along a dirt path that winds through a hilly landscape. They are all smiling and looking towards the horizon. The background features a bright sunset with golden light rays and a winding road that disappears into the distance. The overall mood is optimistic and forward-looking.

Moving Forward in “Heart’s Direction”

AI is a once-in-a-lifetime opportunity.
Let’s explore happily forward,
not forced, but with purpose.

**Welcome the future of
Double Output and Double Salary.**