



What's going on at
Dash Core Group, Inc.



Organization



Software Development	Business Development	Marketing & Communications	Operations	Human Resources	Finance	Strategy	CEO
Core	Integrations	Brand	Infrastructure	Recruiting & hiring	Budget	Product	Governance
Drive	Conversations	Website	PM	Employee issues	Proposals	Business Intelligence	Executive Staffing
DAPI	Pipeline	Advertising	QA	Policies	Payment Process	Strategy	Regulatory
Mobile	Account Management	Conferences	Legal	PEO		Research	
UX/PoC		PR	Internal service desk	Salary		Transparency	
Dashpay		Social Media	Customer Service	Retention			



Strategy (Alexander Chopan)



Category	What's going on?	What's next?
Product	<ul style="list-style-type: none">• Roadmap: Awaiting estimates• Copay: High/Highest priority bugs fixed• Mobile Team: Evo preparation• DashPay: Design and dev in progress• Product Strategy: Refining	<ul style="list-style-type: none">• Publish roadmap• Value team review• N/A• Value team review - invite-only vs. open to all• Value team review for quarterly
Business Intelligence	<ul style="list-style-type: none">• N/A	<ul style="list-style-type: none">• BI Mgr August 1st start date
Research	<ul style="list-style-type: none">• N/A	<ul style="list-style-type: none">• N/A
Strategy	<ul style="list-style-type: none">• Quarterly: Refining strategic priorities• Website: refresh content	<ul style="list-style-type: none">• Send out templates to teams for Q3 plans• Awaiting vendor next iteration
Transparency	<ul style="list-style-type: none">• N/A	<ul style="list-style-type: none">• N/A



Software Development (Nathan Marley)



Category	What's going on?	What's next?
Core	<ul style="list-style-type: none">• 12.4 development has begun• Jenkins setup for regular CI and for gitian building - in progress• Drafts for some new DIPs in DIPs in review	<ul style="list-style-type: none">• Implement/deploy DIPs 2, 3, 4 on public devnet; delivered code - awaiting feedback from team• Start work on blockchain users and state transitions based on DIP 2
Drive	<ul style="list-style-type: none">• State view basic implementation complete• Versioning of Evolution component documented- need to review• Software Engineer role frozen• Basic implementation of State View is done• Working on fetch DAP Objects• Extract test helpers from Dash Drive, separate library for integrations test	<ul style="list-style-type: none">• Work on sync process v2• Collaborate w/ DAPI team on client libraries• Upgraded dash-schema to v3• Continue work on state view implementation for our next two tasks keep revisions for Dash contract and Dash object• State transition package by object in IPFS
DAPI	<ul style="list-style-type: none">• Integration agreement w/ DashDrive and DashPay teams• Knowledge sharing session of what we worked on in Bangkok• Working on state transitions• Implemented blockchain users	<ul style="list-style-type: none">• Implement DIP3, 4 in client library → MN list• Finalize quorums in DAPI• Separate DAPI client from DAPI SDK• Implement DIP 4 based MN search into the DAPI client• Finish quorum data propagation• Implement simplified quorum signatures
Mobile	<ul style="list-style-type: none">• Getting dashj ready for 12.4• Wrapping up governance messages• dashsync - det. MN list and send vote working• Rebranded designs in progress• Copay - fixed High/Highest priority items	<ul style="list-style-type: none">• Translating dash-schema• Evo demo 1 - create users, connect to DAPI, det. MN list• Add voting in dashj• Blockchain users implementation• Copay - bring beta results to value team
Dashpay	<ul style="list-style-type: none">• Merging DAPI + DashPay work into wallet library• Started basic foundation layer for adapter and transport (basic implementation)• Denis working on PIN logic for UI• Designs in progress• Wallet logic (sending/receiving payments) in progress	<ul style="list-style-type: none">• Continue work on standard wallet capabilities (hidden balance, PIN protection, etc.)• Work on BIP38 (passcode for wallet)• Create 2 new libraries to separate L1 + L2 from wallet library (DAP SDK, DashPay DAP)• Pending integration for DAPI client



Finance (Glenn Austin)



Category	What's going on?	What's next?
Budget	<ul style="list-style-type: none">• Current budget is under significant pressure with the recent sharp drop in Dash• 	<ul style="list-style-type: none">• Aggressively rebuild buffers and incorporate fiat buffers• For compensation in particular - will be asking for \$600,000 / month until we have built up 2-3 months of reserves. A significant portion of those reserves will be in fiat• Frozen headcount will be released in proportion to our reserve build-up to balance a risk management approach to funding with our headcount needs to deliver on our timelines
Proposals	<ul style="list-style-type: none">• Budget cycle ending August 1st submitted proposals for compensation, premises and taxes. As of 7/23/2018, all three have passed the 10% net vote threshold• DCG expected to take up over 50% of funding of the Dash network for foreseeable future if price does not recover• Working with accounting firm to calculate our taxes due on a granular/transaction level.	<ul style="list-style-type: none">• Proposals will be submitted very early in the cycle (targeting first 3 days of new cycle)• Provided the community with DCG budget plans for the next 2 budget cycles
Payment Process	<ul style="list-style-type: none">• Selected 2 partners for new bank account. Awaiting processing and opening of accounts	<ul style="list-style-type: none">• Submitted two bank account applications• Get company credit card
People	<ul style="list-style-type: none">• Hiring senior accountant	<ul style="list-style-type: none">• Interviews in process



Business Development (Bradley Zastrow)



Category	What's going on?	What's next?
People	<ul style="list-style-type: none">• Alignment required on start date for VZN country manager• Pause on CRM, EMEA, AP Mgrs due to budget• Intern working on Hubspot clean up, identification and reporting	<ul style="list-style-type: none">• Finalise country mgmr strategy/make offer• Hubspot WIP, implementing improvements to hubspot data collection, process and reporting
Integrations	<ul style="list-style-type: none">• 25 conversations focusing on 7 integrations but pushed back due to budget constraints.• To announce: Two Partners (ATM / Exchange)• MOU signed to announce: Plastic Card off ramp• US listing acceptance - Marketing TBD. IS doesn't appear to be an issue, budget timing might• Bitgo Phase 1 complete this week.• Kriptomobile launch Mid Aug	<ul style="list-style-type: none">• Manage partner expectations to ensure budget coverage for partners being onboarded and fulfilment of contractual commitments.• Engage potential due diligence partner for further detail and confirmation on whether their solution fits• Close partners
Conversations	<ul style="list-style-type: none">• Exploring outsourced due diligence for partner integrations paused• Continue build out of Global BD strategy as well as LATAM & US/CAN strategies.• Remittance solution - uncertainty• Uphold wallet integration resolved	<ul style="list-style-type: none">• Continue strategy shape out @ Global level and w/ team @ regional levels• Continue remittance conversations with potential partners• Plan on separate US/LATAM strategy communication
Account Management	<ul style="list-style-type: none">• Working through Rewards proposal & agreement with intent to launch marketing Aug• Potential for Biz Dev budget proposal - 2 Aug	<ul style="list-style-type: none">• Finalise Rewards.com• Prepare materials for proposal for additional Biz Dev funding• Continual work on Hubspot



Marketing (Fernando Gutierrez)



Category	What's going on?	What's next?
Brand	<ul style="list-style-type: none">• Rebranding in process	<ul style="list-style-type: none">• Finish rebranding DCG assets and reaching out to most visited websites
Website	<ul style="list-style-type: none">• Second iteration received from contractor• Translations for docs.dash.org started	<ul style="list-style-type: none">• Work on scope with contractor to incorporate feedback
Advertising	<ul style="list-style-type: none">• Google campaign in UK, Spain and Venezuela finished• Draft of report to the community prepared	<ul style="list-style-type: none">• Finish and publish report on the campaign
Conferences	<ul style="list-style-type: none">• Starting preparation for Money 2020 Vegas• Securing speaking slots without sponsorship	<ul style="list-style-type: none">• Organize speaking opportunities
PR	<ul style="list-style-type: none">• Working on new metrics for the Wachsman project with project manager	<ul style="list-style-type: none">• Share new metrics with Wachsman• Coordinate with other teams using PR companies• Explore regional approach
Social media	<ul style="list-style-type: none">• Getting feedback on Twitter calendar	<ul style="list-style-type: none">• Work on editorial calendar for Twitter/Facebook• Evaluate plans for LinkedIn
People	<ul style="list-style-type: none">• Marketing Manager started last week	<ul style="list-style-type: none">• Complete onboarding of new Marketing Manager



Operations (Robert Wiecko)



Category	What's going on?	What's next?
Infrastructure	<ul style="list-style-type: none">• Performed the daily operational tasks such as Users On-boarding/Off-boarding, changes etc.• Provided the needed support for the Dev Teams• Finalized an interviewing process & Technical Questionnaire for Infrastructure Engineer role• Conducted first round Interview for Infrastructure Engineer Position.• The Hardware Request Process is finalized.• The POC for deploying Datadog Monitoring tool• Managed the Insight API & MNs deployment.	<ul style="list-style-type: none">• Continue w/day-to-day operational tasks and dev support• Planning for 2nd round interview• Complete the Software. Request Process• Additional Testing for the Datadog Monitoring tool using the Free Trial. Perform more integration using Datadog and AWS (Creating Alarms & Notifications)• Putting VPN service in place• GSuite service take-over from partner to Google directly• Deploy the Internal Operations Support Service Desk.• Continue managing the Insight API & deployment of MNs.
PM	<ul style="list-style-type: none">• Daily work on tasks within development teams• PPM reporting definition• BigPicture Evaluation setup started• Work on HW/SW request process• Service team roles setup• Work on security measures and processes initiated (external experts)	<ul style="list-style-type: none">• Daily work on tasks within development teams• Project Portfolio Manager to define PPM framework and reporting (continuation)• Continue work on processes definition (HR, internal)• Definition of Risk Management process• Work on security processes for DCG
QA	<ul style="list-style-type: none">• Usual work on tasks within development teams• Setup of QA team as a service and Kanban implementation started• Initiated coordination of Copay bug fixing• Definition of acceptance testing strategy for one of upcoming escrow/integration	<ul style="list-style-type: none">• Usual work with development teams• Setup of QA team as a service and Kanban implementation (+coaching from AgileLab)
Legal	<ul style="list-style-type: none">• Researching legal opinion re. privacy (in context of JFSA issue) initiated with volunteer	<ul style="list-style-type: none">• Work on legal opinion re. privacy/JFSA using existing materials + research in crypto space
Customer Service	<ul style="list-style-type: none">• Service stable. Ticket traffic is increased past two weeks by about 15%• Job Request for Technical Support suspended	<ul style="list-style-type: none">• Continue work as usual and monitor the service



Human Resources (Kelly Kopp-Schuetz)



Category	What's going on?	What's next?
Policy Management	<ul style="list-style-type: none">• Travel & Expense Policy refresh• Roll out T&E policy and enforce it top-down (final draft ready)	<ul style="list-style-type: none">• Identify best options for managing time worked and time taken (pending Sr. accounting hire)
Talent Acquisition	<ul style="list-style-type: none">• Goal: Increase effectiveness<ul style="list-style-type: none">a. Redefining Hiring processb. Clean up of Google Hirec. Decrease # of candidates/managerd. Prescreen for location/cost benefit• 3 open roles (1 offer out)/Several Roles on Hold	<ul style="list-style-type: none">• Manage to Budget & Needs<ul style="list-style-type: none">a. Rejustification of roles as neededb. Focus on current resources, possible reallocation
Performance Management	<ul style="list-style-type: none">• Goal: Maximize individual and Team performance<ul style="list-style-type: none">a. Performance Communicationsb. Performance reviews & coachingc. Redefine expectations and implement• 3 term month end (involuntary)	<ul style="list-style-type: none">• Work with managers to start regular communications on performance<ul style="list-style-type: none">a. Are they collaborating as neededb. Are they working on approved projectsc. Are the delivering on time and as ordered
Succession Planning	<ul style="list-style-type: none">• Goal: Immediate need to Develop Leaders to create more layers of soft skills within denser teams<ul style="list-style-type: none">a. Evaluate current resources for skillsb. Evaluate team structures for needs & optimal structuresc. Resolve areas of immediate weakness/needd. Coach current talent and/or hire to build out needed skills	<ul style="list-style-type: none">• Work with managers to start identifying soft skills gap<ul style="list-style-type: none">a. Is there raw talent in houseb. Can the structure be altered to be more efficientc. What are the immediate negative effects seen some lack of soft skills
Culture Mapping	<ul style="list-style-type: none">• Goal: Define, document, and implement a Dash Culture including mission, values, and goal.	<ul style="list-style-type: none">• Define Dashes culture



CEO (Ryan Taylor)



Category	What's going on?	What's next?
Governance	<ul style="list-style-type: none">• Initial draft communication to the community is complete; held meeting with SGA to confirm and some questions pending answers• Dash Ventures engaged local counsel in Cayman Islands	<ul style="list-style-type: none">• Awaiting SGA and trustee response on questions• Await results from Cayman counsel
Executive Staffing	<ul style="list-style-type: none">• EA search complete	<ul style="list-style-type: none">• Start date August 13th
Regulatory	<ul style="list-style-type: none">• Started engagement with SEC• Initial draft of SEC presentation complete	<ul style="list-style-type: none">• Circulate SEC presentation internally and with law firm