



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	Invoices	Strategy	Regulation
Mobile	Account Management	Conferences	Legal	PEO	Reporting & Taxes	Research	
UX/PoC		PR	Internal service desk	Salary	Investor Relations	Transparency	
Dashpay		Social Media	Customer Service	Retention			



Team Updates





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 start to incorporate fiat buffers• For compensation in particular - costs are going up significantly so will be asking for \$600,000 / month until we have reserves we are comfortable with going forward. A significant portion of those reserves (2-3 months for compensation) will be in fiat
Proposals	<ul style="list-style-type: none">• Budget cycle ending August 1st submitted proposals for compensation and premises. Expect to submit the first tax proposal funding half of the tax bill (total bill expected to be approximately \$400,000)• DCG expected to take up over 50% of funding of the Dash network for foreseeable future if price does not recover	<ul style="list-style-type: none">• Proposals will be submitted very early in the cycle• Provide the community with DCG budget plans for the next quarter
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



Strategy (Alexander Chopan)



Category	What's going on?	What's next?
Product	<ul style="list-style-type: none">• Roadmap: Awaiting estimates• Copay: Beta out, people are testing• Mobile Team: Evo preparation• DashPay: First design iteration• Product Strategy: Refining	<ul style="list-style-type: none">• Publish roadmap• Rebrand, fix bugs• N/A• Value team review• 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">• DCG Strategy: Refining• Website: refresh content• BizDev: Hubspot CRM• Finance: Support proposal drafting	<ul style="list-style-type: none">• Value team review for quarterly• Awaiting vendor next iteration• Analyze and implement framework• N/A
Transparency	<ul style="list-style-type: none">• Sharing management updates with community	<ul style="list-style-type: none">• Continue



Software Development (Nathan Marley)



Category

What's going on?

What's next?

No update this week. Developers at off-site workshop.



Business Development (Bradley Zastrow)



Category	What's going on?	What's next?
People	<ul style="list-style-type: none">• Understand whether funding available for Country Mgr position• Pause on CRM, EMEA, AP Mgrs due to budget• Intern begun work on Hubspot and initial recommendations	<ul style="list-style-type: none">• Finalise country mgmr strategy/make offer - July target• Intern working on creating specific project plan for implementing improvements to hubspot data collection and drive usage
Integrations	<ul style="list-style-type: none">• 25 conversations focusing on 7 integrations but pushed back due to budget constraints.• To announce: 2 partners, 1 MOU• Bitgo implementation on going	<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.• Push back on JFSA strategy due to budget resources.• Ongoing - Remittance solution - exploratory conversations with existing partner for key market #1• Longer term - Remittance solution - proposal conversations with new partner for key market #2	<ul style="list-style-type: none">• Continue strategy shape out @ Global level and w/ team @ regional levels• Continue remittance conversations with potential partners
Account Management	<ul style="list-style-type: none">• Sent consumer material for Rewards.com FAQ• Finalize marketing w/ Rewards.com	<ul style="list-style-type: none">• Finalise and post consumer facing materials for Rewards.com• Align on partner plan and budget - manage expectations on marketing due to existing pressures• 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• Presentation on results and some additional data received:	<ul style="list-style-type: none">• Analyze data and prepare extended report
Conferences	<ul style="list-style-type: none">• Starting preparation for Money 2020 Vegas• Frozen plans for sponsorship of conferences in second half of 2018	<ul style="list-style-type: none">• Evaluate speaking opportunities that don't involve sponsorship• Decide on Dash Conference date
PR	<ul style="list-style-type: none">• Proposal for Wachsman renewal passed• 12.3 press release	<ul style="list-style-type: none">• Set new metrics for project
Social media	<ul style="list-style-type: none">• Instagram revamp with external contractor• 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 verbally accepted offer	<ul style="list-style-type: none">• Agree on start date and onboard



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 TeamsFinalized an interviewing process & Technical Questionnaire for Infrastructure Engineer roleConducted first round Interview for Infrastructure Engineer Position.The Hardware Request Process is finalized.The POC for deploying Datadog Monitoring toolManaged the Insight API & MNs deployment.	<ul style="list-style-type: none">Continue w/day-to-day operational tasks and dev supportPlanning for 2nd round interviewComplete the Software. Request ProcessAdditional Testing for the Datadog Monitoring tool using the Free Trial. Perform more integration using Datadog and AWS (Creating Alarms & Notifications)Putting VPN service in placeGSuite service take-over from partner to Google directlyDeploy 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 teamsPPM reporting definitionBigPicture Evaluation setup startedWork on HW/SW request processService team roles setupWork on security measures and processes initiated (external experts)	<ul style="list-style-type: none">Daily work on tasks within development teamsProject Portfolio Manager to define PPM framework and reporting (continuation)Continue work on processes definition (HR, internal)Definition of Risk Management processWork on security processes for DCG
QA	<ul style="list-style-type: none">Usual work on tasks within development teamsSetup of QA team as a service and Kanban implementation startedInitiated coordination of Copay bug fixingDefinition of acceptance testing strategy for one of upcoming escrow/integration	<ul style="list-style-type: none">Usual work with development teamsSetup 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">• Asset Process reconfirming• Travel & Expense Policy refresh• Hrs Approval on Contractors	<ul style="list-style-type: none">• Identify best options for managing time worked and time taken• Roll out T&E policy and enforce it top-down
Talent Acquisition	<ul style="list-style-type: none">• Goal: Increase effectiveness<ol style="list-style-type: none">a. Redefining Hiring processb. Clean up of Google Hirec. Decrease # of candidates/managerd. Prescreen for location/cost benefit• 5 open roles (1 offer out)/Several Roles on Hold	<ul style="list-style-type: none">• Manage to Budget & Needs<ol 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<ol 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<ol 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<ol 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<ol 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">• Restarted the EA search with Glenn and Bob added as secondary interviewers	<ul style="list-style-type: none">• Complete EA search
Regulatory	<ul style="list-style-type: none">• Started engagement with SEC; they are willing to review• New volunteer resource onboarded with Robert to begin analysis of JFSA situation	<ul style="list-style-type: none">• Need to draft presentation requested by the SEC answering several specific inquiries



Thank You!

