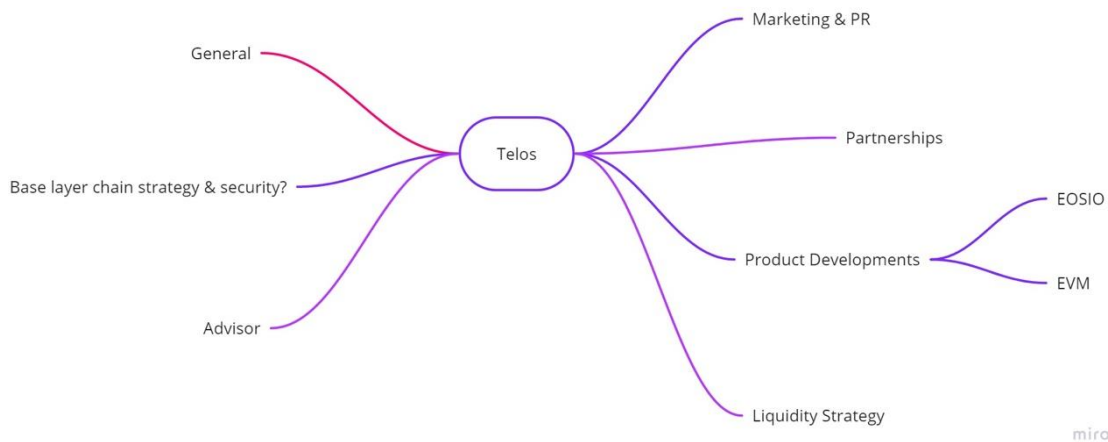


The Telos Team – A step forward

As Telos continues to grow, it has become clear that a professionalization and change of structure at Telos is necessary. The goal of this document is to provide a guideline for the roles and responsibilities for the team.

Telos Team

This will be represented by a group of 7 core teams and a group of advisors. Each core team lead will represent a decision-making vote at the Telos Team. Each core team member is individually responsible for dictating and executing the Telos strategy.



Ethos and Overall responsibility

Professionalism: It is expected that each member of the TF carries a level of professionalism internally and externally in regard to Telos and its community.

Transparency: Each team and the TF need to be fully transparent both internally and to the Telos token holders.

Collaboration: Each team should be constantly working to collaborate internally and within the BP ranks.

Meeting and Communication

Each lead is expected to attend a weekly strategy session in which each team presents their status update. Individual calls are expected to occur as necessary between teams. It is expected that each team meet at least once per week for planning and status updates.

Budget

Each team is expected to present hiring decisions and requests for budget at the weekly strategy session. The lead of each core team will be responsible for presenting and maintaining the budget of their team. Each lead will need to ensure that wages are communicated clearly with the accounting team prior to each month's end.

Salaried positions

Each salaried position will be based in a monthly USD rate and paid at a 14-day trailing average at the last day of each month. At the close of the month, salaried positions will be paid via multi sig. Salaried positions will only be calculated on a trailing average IF the price of Telos is above 10 cents. If the price of Telos is below 10 cents, the position will be paid at the rate of 10 cents.

Salaried positions will be broken into the following categories only.

Full time (100 – 140 hours):	\$7,000 USD Monthly
Part time (50-99 hours):	\$3,500 USD Monthly
Ad hoc (10-49 hours):	\$1,500 USD Monthly
Ad hoc low skill:	\$400 USD Monthly

Hourly positions will be broken into the following categories only (all hourly employees must submit time sheets within 1 day of end of month)

High skill:	\$50 USD / hour
Med skill:	\$25 USD / hour
Low skill:	\$10 USD / hour

**** Row two of roles**

- Product Development EOS
- Product Development EVM
- Liquidity Strategy
- Marketing & Community Growth
- Partnerships
- General (accounting/ finance + relationship builder internally)
- Backend Security & Strategy
- Advisor (external advisors etc.)

Product Development: EOSIO

- **Overview:** The Telos Product Development team is responsible for the development, release and maintenance of the Telos Core Product offerings (as shown in outputs.) This team will include multiple product owners and individual internal and external development teams.
- **Lead**
- **Co-lead**
- **Outputs:**
 - Roadmap, team building, delivery, and maintenance for the following products
 - Telos Oracles
 - Telos Private
 - Telos ID
 - Telos Location
 - Telos Governance Products
 - Telos Web Wallet
 - Future products

Product Development: EVM

- **Overview:** The EVM Product Development team responsible for the coordination of internal and external resources to successfully roll out the Telos EVM (Ethereum Virtual Machine.) The Manager (Mikko) will serve as the decision maker and dictate the direction of the EVM program.
- **Lead**
- **Co-lead**
- **Responsibilities & outputs:**
 - EVM Roadmap
 - EVM Communication and updates, blog posts & coordination with marketing team
 - EVM Technical Delivery
 - EVM Ongoing success and business development strategy
 - EVM Spokesperson

Liquidity Strategy

- **Overview:** The liquidity strategy team is responsible for dictating the direction of funds from the bounce sale for liquidity. This team will ensure that the availability and liquidity depth of Telos is ever increasing. It is important that Telos has a key representative in building relationships and partnerships with professional exchanges.
- **Lead**
- **Co-lead**
- **Responsibilities & outputs:**
 - Management of all liquidity related actions
 - Exchange listings
 - CEX & DEX Strategy
 - Liquidity depth across exchanges

- Emerging exchange opportunities
- Fiat onboarding opportunities and management

Marketing & Community Growth

- **Overview:** The Marketing and Community Growth team will be responsible for how the world receives and sees Telos. All consumer facing material should be reviewed and distributed by the marketing team in order to ensure the correct narrative is being conveyed.
- **Lead**
- **Co-lead**
- **Responsibilities & outputs**
 - Establishment of the Telos Brand
 - Marketing and branding strategy
 - Telos.net maintenance & improvement
 - Dictation of Telos Brand and Messaging through all media (twitter, web, articles, newsletters).
 - Technical and non-technical newsletters
 - Management and growth of Telos community managers
 - Strategy regarding community growth (regional strategy growth)
 - Coordination with the EOS & EVM product development teams regarding marketing and news releases
 - Content Creation
 - Public Relations management
 - Influencer Outreach

Partnerships and Growth

- **Overview:** Strategize on how Telos can create bridges between crypto projects and enterprise businesses. This team will facilitate and execute the outreach and onboarding process for Telos partners.
- **Lead**
- **Co-lead**
- **Responsibilities & Outputs:**
 - Outreach Strategy
 - Management of inbound contact
 - Telos slide decks
 - Outreach and onboarding calls
 - DApp onboarding strategy & process
 - Project management for onboarding
 - Technical resources for onboarding

General

- **Overview:** Responsible for administrative work, handling agreements, ensuring TF compliance, finance etc.
- Lead
- Co-lead
- Responsibilities & Outputs:
 - Accounting and payments
 - Signing agreements

Advisors