



Nebulai

Nebulai Talent DAO Manifesto

Empowering the Future of Talent

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Foreword

“We can’t go back.” Without a time machine we go forward and the past is abandoned.

Some was good, some bad. Unable to go back to the good, we maximize our present good against future reward.”

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1. Empowering the Future of Talent

We see the need for Talent to have a venue and a platform from which to transact safely, efficiently, and with low fees. Talent is the collective engine for innovation and the kinetic fabric upon which the economic advancement of our society depends. For Nebulai, Talent is an asset, it is the engine for innovation, and the fuel for society to move forward.

We are building the first Catalyst Platform in the world. Our Decentralized Solutions and Talent Marketplace (DSTM) also referenced as Nebulai Marketplace is a dynamic ecosystem where Companies, Talent, Solution Providers, and Investors can gather to commerce seamlessly by leveraging Web 3 technologies. For more information go to: <https://nebulai.com/whitepaper/>

We have created a Decentralized Autonomous Organization (DAO) to address the governance of the Nebulai Marketplace and drive additional Web3 innovation. The main objective of the Nebulai Talent DAO, (TDAO) is to establish a feedback loop for the DAO's decision-making and automation for the advancement of the Nebulai Marketplace. The second objective is the creation of a thriving community of Remote and Field Technical Talent that can benefit from the social, collaborative, and monetization effects of participation in the TDAO. This DAO is intended to enable the “Nebulai

community of Talent” , which includes developers, IT professionals, business users, and non-technical individuals to gather in an active community that provides them the opportunity to vote on proposals intended to shape the future of the Nebulai Marketplace, the TDAO community itself, and perhaps society.

The Nebulai DAO Introduction and Structure

Let us start by introducing what a DAO is and then proceed to explain how Nebulai plans to use this mechanism to create a dynamic Talent creator community focused on the next generation of technologies.

Decentralized Autonomous Organizations (DAOs): According to Jack du Rose, co-founder of Colony, a DAO *“is a type of decentralized application which incentivizes its users to engage in activity which furthers its agreed business objectives by enabling them to work together without requiring them to trust one another”* . (Colony (2019) <<https://colony.io>>)

For Nebulai a DAO is a type of organization that is assembled for common purposes in which the decision-making of the organization is fully or partially orchestrated by computer programs called “Smart Contracts.” Decisions, record keeping, and financial transactions can then be kept on the blockchain for purposes of transparency. The DAO can combine the use of programmatic decision-making through Smart Contracts or human decision-making that later is stored as part of the record-keeping of the DAO. A combination of both is also possible, where the DAO makes some programmatic decisions and others are done by humans and vice versa.

In summary, the TDAO is a community platform and a collective intelligence organization where its members get together to interact, collaborate, and make decisions based on a self-enforcing open protocol, leveraging the functionality of Smart Contracts as a mechanism to perform voting for proposals, and the Blockchain as a ledger for record-keeping of resolutions, financial transactions, and other documentation relevant to the operation of the DAO.

Nebulai Marketplace Governance Scope:

All members of the TDAO will have opportunities to acquire Nebulai Governance Tokens (NGTs) both as rewards and straight-out purchases for purposes of having the right to vote on the future of the TDAO and the Nebulai Marketplace. These voting rights allow the TDAO to submit and vote on proposals that affect the following areas:

- 1) Governance Voting where the TDAO is a Consulted Decision Maker:
 - o Roadmap & Features: Nebulai will ask the TDAO to vote on matters related to the future roadmap of the Nebulai Marketplace. These may include features to be added and functionality to be deprecated. The TDAO voters will also be able to submit proposals to be considered and voted on by Nebulai and the TDAO. By bringing the hive mind to bear on future direction decisions of both projects
 - o Rules & Guidelines: Nebulai will ask the TDAO to vote on matters of modifying or adding policies and procedures for the operation of the Nebulai Marketplace. The TDAO is also able to submit proposals to be considered and voted on by Nebulai and the TDAO.
- 2) Governance Voting where the TDAO is the Main Decision Maker:

Nebulai Talent Community: The main purview of the TDAO is to propose and vote on matters related to the Nebulai Talent Community. These include but are not limited to propose on:

- o Community Leads and Members: The TDAO is open to anyone that wishes to join the community. The TDAO will start with an initial set of Community Leads and Members who will initially be selected by Nebulai based on their contributions and collaboration with the project. Once up and running, the TDAO community will decide who should be promoted, demoted, or removed.

- Events and Gatherings: The TDAO may propose when, where, and how often the community should meet and define if the meetings are to be held in person, hybrid, or online meetings. TDAO will host varied events including hackathons, promotional and recreational, and celebratory events. Every effort will be made to hold events in hybrid mode, meaning there should always be an online version for the whole community to attend regardless of geographic location.
- Priority Topics and Projects: The community may propose the top priority topics for the TDAO which may vary from time to time as technology evolves and the community chooses to focus on different initiatives. Community members are expected to join with Nebulai in helping to bring together thought leaders and other support to advance the TDAO launch and scale. Initially, members will assist with onboarding and workgroup organization and readiness. For projects, the enactments will have to be orchestrated by a Product Manager (PM) to define a plan of execution. The TDAO community will organically be moderated by the TDAO Community Leads who will be vested with decision-making and admin authority and permissions to the TDAO communication channels.
- Community Principals:-As a general guideline, the Nebulai Community culture should be open, unbiased, fair, and equitable creating an experience where people can openly discuss ideas related to the community, its projects, and other topics of relevance to Web3, Technology, talent engagement, and delivery. It should be inadequate for the community to discuss topics around politics, religion, or other polarizing topics unless they have a direct impact on the community's priorities which shall be decided and moderated by the Nebulai Community Stewardship Team (CST). See below for the three main guiding principles for this community:
 - Collective Minds: We are passionate about the power of combining multiple points of view and allowing everyone to share their perspectives and feedback. The power of multiple minds working together is better than a few. We shall be open and flexible when we discuss and share ideas and be willing to compromise when decisions are made that we may not agree on. Through the combination of points of view, we achieve a combined higher level of consciousness that will allow us to

achieve more together.

- Respect & Trust: We need to respect everyone's time and be conscious of how the community creates an environment that promotes trust among its members. Always do what you say you will do! Be reliable and transparent across all your actions. Consistency is important to achieve trust and credibility, so all actions that we take as a collective will add up over time.
- Integrity & Fairness: Actions speak more than words. Whenever executing or doing anything think about how other people will be affected by your actions. When enacting decisions think about the indirect consequences of the decisions and actions. Have fair and impartial treatment without favoritism and discrimination.



2. The Nebulai Talent DAO

Vision

Imagine a world where a global network of highly skilled individuals gathers in a collective intelligence ecosystem to create a positive impact on society. That collective intelligence ecosystem can be created, now. Nebulai and the Nebulai Talent DAO are making it a reality.

A new reality

We now live in a very different reality. After the pandemic, the world changed dramatically. We have seen how technology-enabled many people work remotely, innovate, and achieve greater things. But the contrary is also true, centralization and economic and social power concentration have left many without the ability to take part in the gains of this new reality. Everyone should have the chance to showcase and monetize their skills without intermediation and have access to more opportunities to participate in a community that can make a real difference.

Talent shortages

Organizations are struggling to find new or highly skilled talent due to this dynamic world in which we live where scarce Talent pools are available to some countries due to immigration restrictions, shortages of labor, and high turnover in the technology space.

Organizations are eager to find new ways to tap into new talent in a more dynamic, rapid, and cost-effective way. Nebulai is creating that Catalyst platform to expand the franchise of human engagement and allow remote talent where and when it is needed.

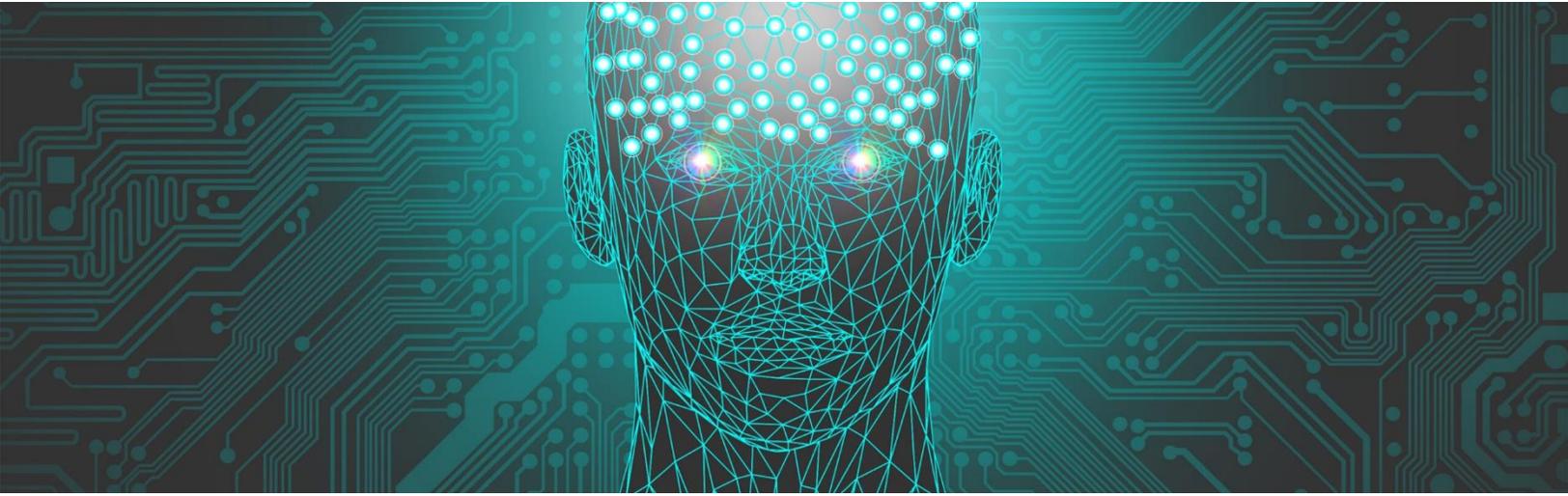
The Human Machine Symbiosis

Digital Transformation and the Covid-19 pandemic accelerated the interest in businesses to automate more processes. This allows for greater efficiency and productivity as outputs are created but it also reduces the surface area for some jobs and may even end up killing other jobs. As automation increases, we will find it necessary to work and interact with new organizational structures, machines, services, and automation in a symbiotic way. Nebulai has the vision of creating the first skills Human Programmable Interface (HPI) Marketplace. This HPI Marketplace or Skills Marketplace will allow systems to integrate and interact with Talent for the engagement and performance of discrete Tasks as well as the aggregation of inputs and outputs as material for or product of new complex systems.

Imagine a world where a Web, Mobile, or system that requires interaction from a human to perform a task can make an HPI call to a subset of available humans capable of performing this task, regardless of location, race, or other criteria based purely on their ability to execute the task. Now imagine, a person anywhere in the world receiving this request, performing the task, and after completing the task, immediately receiving payment for completion of that task. Furthermore, the Web or Mobile platform or system making the HPI call would be able to access a "cloud-like" pool of human resources in a way where these resources can scale horizontally as needed. Nebulai plans to enable this vision by creating the first Catalyst platform in the form of a Decentralized Solutions & Talent Marketplace. This TDAO was created to be at the core of the Marketplace's governance and its success is paramount to making this vision a reality.

The TDAO as a Catalyst of Collective Intelligence

The TDAO will start as a community of like-minded individuals to collaborate and gather for the higher purpose of creating the next generation of technologies that will have a greater impact on society while preserving the integrity of its stakeholders. As the TDAO evolves and becomes a self-sustaining collective intelligence entity with the ability to integrate with Web2 and Web3 services through the Decentralized Solutions & Talent Marketplace. Individuals and organizations including private enterprises and governments will be able to leverage this collective intelligence ecosystem and tap the human intellect and on-demand work to create a positive impact and drive global innovation. There are many world problems to be solved and through this community, we are seeking to tackle significant challenges so we can move forward together.



3. Decision Making

Proposals and voting on matters of the community and the expression of its will shall eventually become the main concern of this community. For the community to fulfill its purpose, decision-making must be transparent, unbiased, and fair to the shared goals of the community.

For anyone to submit proposals on the TDAO, the following will be required:

- Be an active member of the TDAO platform: Only members that are in good and active standing and have at least one Nebulai Governance Token (NGT) will be able to submit proposals for voting. Active membership will be measured by the Community Stewardship Team (CST).
- Be an active member of the TDAO channels: Only members that have contributed, submitted, or replied to comments on at least one of the communication channels will be able to submit proposals. If the TDAO sees that a non-active member submits a proposal, the TDAO management team reserves the right to overwrite and decline the proposal. Active membership will be measured by the Community Stewardship Team (CST).
- Submit proposals of positive impact to the TDAO: Only proposals that have the main objective to further advance the community will be permitted. The TDAO will not censor or

cancel proposals for purposes other than the ones that could result in an existential threat to the TDAO. If the TDAO management team or Principals determine a proposal may put the TDAO at legal, compliance, or regulatory risk, the TDAO management team or Principals shall veto or overwrite the proposal.

Decision Making:

All proposals must pass a vetting process review by the TDAO Principals. Once a proposal is approved, it shall be considered for voting by community members that currently hold NGTs.

- The TDAO Principals are the stakeholders of the TDAO who may include members from the Nebulai Corporation leadership team as initially appointed by Nebulai Corporation upon the TDAO inception and may also include other members from the TDAO. From the first year of the TDAO inception, the TDAO principals will be limited to 7 people [4] to achieve consensus and will always have to include at least 4 members from outside the Nebulai Corporation leadership team. The TDAO will be able to decide whether to enact other TDAO Principals as agreed upon by the consensus of the TDAO. Principals may veto proposals made by the TDAO should the principals determine that enactment of a TDAO proposal(s) may put the TDAO in financial, compliance, legal, or other significant peril.

- The TDAO Members are those individuals who join the TDAO and have an active standing in the community and hold NGTs. These members have different tiers of decision-making and voting expression:
 - o Talent Leaders: These individuals are the community leaders as appointed by the TDAO Principals and Members. Talent leaders are chosen at inception and then renewed by a proposal to the TDAO. Talent Leaders exemplify the people actively leading the TDAO community, promoting its success, and driving an active contribution. Only Talent Contributors and Community that have a track record of more than 90% voting participation over the previous 3 months may be promoted to the Talent Leaders.

Benefits of being a Talent include:

- More voting power: Talent Leaders have a voting power of 10 votes per NGT.
 - More autonomy and financial reward: Talent Leaders are the only Members who may carry out the execution or enactment of the decisions made by the TDAO through proposals. By enacting the decisions made by the TDAO, Talent Leaders are also able to be remunerated by the TDAO if the TDAO sees fit and has the funds available to make such payment. Not all enactment executions will be paid, particularly during the initial inception of the TDAO.
 - Higher priority in a future Token drop: Nebulai plans to reward active TDAO members by incentivizing its key Members through the allocation of 5% of all Nebulai Token supply which will be distributed to the Nebulai Talent Community. Talent Leaders are first in line for the Nebulai Token allocation.
 - Community moderation: Talent Leaders add, remove, or change content as needed and requested by the community or Community Stewardship Team.
- Talent Contributors: These individuals are the TDAO members who contribute to the community by participating, proposing, and collaborating with the Talent Community. Talent Contributors exemplify the members who wish to play an active role in the community and its proposed activities, projects, and aspirations. Only Talent Community members that have a track record of more than 80% voting participation over the last 3 months before the promotion may be promoted to the Talent Contributors.

Benefits of being a Talent Contributor include:

- More voting power: Talent Contributors have a voting power of 5 votes per NGT.

- Higher priority in a future Token drop: Nebulai plans to reward active TDAO members by incentivizing its key Members through the allocation of 5% of all Nebulai Token supply which will be distributed to the Nebulai Talent Community. Talent Contributors are second in line for the Nebulai Token allocation.

 - Moderation Support: Talent Contributors are expected to raise concerns, (yellow or red flags) to the Talent Leaders for execution. The Talent Contributors are the Stewards of community behavior and promote good discord among the members.
- Talent Community: These individuals are the TDAO members who are part of the community but do not necessarily play an active role. Talent community may be members that are signed up to the TDAO and have a presence on its communication channels. Talent Community has a voting power of 1 vote per NGT.



4. The Nebulai Governance Token (NGT)

The creation of a token to govern the fair and transparent expression of voting for the community is crucial for a healthy community. Community leaders, contributors, and members have a vested interest in that voting and are undertaken by informed members that care about the vote and its outcomes.

Through the TDAO we will mint the Nebulai Governance Token (NGT). An NFT utility token intended to foster decentralization of voting for Nebulai and the TDAO community.

Nebulai created 1 million NGTs at the TDAO genesis. The tokens will be initially allocated to TDAO Principals and early adopters as determined by the principals. As members join the community, tokens will be granted to or purchased by members.

- NGT Granting Process: The following table illustrates the full allotment NGT distribution:
 - o 25% allocated to Nebulai Corporation

- 15% allocated to Treasury
- 10% allocated to Nebulai Early Adopters
- 20% allocated to Investors
- 30% allocated for future distribution to the Nebulai Talent DAO community

Of the remaining supply available for future distribution the TDAO Principals will oversee the granting of tokens as needed every month. Tokens will only be allocated to TDAO Leaders and Contributors that meet specified criteria. At TDAO's inception, Nebulai will appoint initial TDAO Leaders and Contributors.

- NGT Purchasing Process: Anyone can purchase NGTs if they are willing to pay the market price at the time of purchase.

- NGT Non-Fungible Token (NFT): The NGT will be an NTF-based Governance Token that serves for purposes of voting, gate-keeping community channels, and membership entitlement. After some time, NGTs can be transferred to other users but some NFTs are granted exclusively to specific roles including Principals, Leaders, and Contributors, and lose voting abilities if not associated with such a role. Community tokens can be purchased by anyone who wishes to join the community.



5. TDAO Tasks & Incentives

Only through fair incentives, will the TDAO become a self-organized community that empowers its members as a collective force that is compensated for their time and efforts.

As the TDAO enacts resolutions tasks will be needed to be completed by the community for purposes of furthering TDAO objectives, and there will need to be an incentive mechanism for the DAO members to execute these actions.

We see the following actions as major categories and offer the following on how these might be incentivized:

- Discrete Tasks: These are almost binary tasks that can be easily verified as being completed by the Task assignee. Discrete tasks can be remunerated (Opt-In) or not (Opt-Out) depending on the importance of the task and based on the epoch. Community roles explained earlier can execute discrete tasks.
- Complex Tasks: Any task that entails more than one interaction or stage. Same as Discrete Tasks, the TDAO will remunerate some tasks based on an Opt-In and Opt-Out model based on an epoch. Only Contributors can execute Complex tasks.

- Projects: Combining Discrete and Complex Tasks to achieve an outcome as defined by the TDAO. Same as Complex Tasks, the TDAO will remunerate some tasks based on an Opt-In and Opt-Out model based on an epoch. Projects will always be remunerated by the TDAO. Only Contributors can lead Projects.

TDAO Incentives

- Work monetization through Nebulai Marketplace: TDAO members will be given the right to be the early adopters of the Nebulai Marketplace, allowing them to gain the best positioning to accrue a positive reputation in the Marketplace and gain access to new work opportunities.
- Readiness and learning opportunities through learning partners: The TDAO will work with universities and other learning organizations to give access to the TDAO members for discounted or free learning resources which will allow the TDAO to flourish and get stronger over time.
- Build-a-thons and Challenges with potential grants and other rewards: The TDAO's purpose is not only to gather as a community but to work on exciting projects with technological and societal significance. We will assemble as a collective intelligence to tackle the most exciting projects as proposed by the TDAO members. Nebulai and the TDAO management team will seek grants and additional resources to make these research and development activities a possibility.
- Higher purpose building exciting emerging technologies: As technologies get developed by the TDAO, there will be the possibility to leverage the Nebulai Marketplace to access a wider market, allowing for more reach and monetization opportunities for the Intellectual Property generated. The TDAO can create new intellectual property including software, protocols, and other technologies that can be monetized through the Nebulai Marketplace and other channels which include Partnerships and Alliances.

- Nebulai Token drop and Nebulai Governance Token rewards: Nebulai will allocate 5% of its token supply to the TDAO and the most active contributors shall have the opportunity to obtain a higher reward via token access. And early adopters of the TDAO and initial members that purchase the NGT obtain the ability to shape the future of the Nebulai Marketplace.

Finally, the TDAO management team will seek additional revenue streams and monetization opportunities for the TDAO members. Management believes the impact of Collective Intelligence and a TDAO properly focused will be able to drive community objectives forward.



6. TDAO Financial Management & Governance

Our TDAO will pursue wise Treasury management using a combination of agile and defined controls that will balance management-directed and DAO governance to foster innovation with an eye to immediate outcomes and an ear to long-term sustainability.

The TDAO will initially be focused on community building and evolve as the need for management of treasury and operational functions such as, (payments to contributors, marketing, and other business and operational expenses) and management of potential revenue streams begin to manifest.

In this section, we seek to explain our initial stance and count that the community will help us shape the TDAO and Nebulai to allow for greater transparency, resilience, and impact on what we choose to go after. As the TDAO evolves it will also be supported by a legal structure to act as an anchor for contracting and with entities other than the TDAO and Nebulai, including Public, Private, and Governmental entities.

Financial Management

The sustainability of the TDAO must be ensured, and management of the present against future

growth and the cost of capital acquisition and allocation for the promotion and the growth and expansion of the TDAO and its purpose.

1. Treasury Holdings: The TDAO will leverage a combination of fiat and cryptocurrency holdings that will be stored in multi-sig wallets and bank accounts that are accessible only by the TDAO Principals. Nebulai will allocate 1% of all Nebulai Marketplace transactions to the TDAO Treasury every quarter. While Nebulai is not able to provide this investment due to a lack of revenue coming from the Nebulai Marketplace, the TDAO may be funded by a one-time initial Nebulai investment and Investments from third-party Investors.
2. The Finance Master and Backup Roles: The TDAO will appoint a Finance Master and Backup role who will be the persons in charge of managing the bank accounts and cryptocurrency wallets. The TDAO will also appoint a Backup role to have backup access to these accounts and encryption keys for purposes of redundancy. Finance Master and Backup Roles shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in Treasury.
3. Budgets: The TDAO will have a set budget for any proposals if approved by the TDAO and defined every quarter by the principals. The TDAO will not enact any proposals that overcommit the TDAO financially.
4. Funding: The TDAO will manage inflows and outflows of Funding. Funding Inflows will be in the form of investments or grants allocated by third-party organizations, venture capital firms, and other parties looking to invest in the TDAO. Funding Outflows will be remuneration paid to the TDAO members for different activities or tasks performed. Funding Outflows must be approved by the TDAO members to be made effective and executed by the TDAO Principals.
5. Reporting: The TDAO Finance Master and Principals will provide quarterly updates on the Financial Performance of the TDAO and will post the financial reports on the TDAO's GitHub repository: <https://github.com/nebulaidigital/TalentDAO>. Reporting will also include projects and other undertakings.

Product Management

The TDAO will pursue exciting projects which are expected to be mainly Web3-focused and projects that contribute to the development of the Nebulai Marketplace or allow for the monetization of these same projects through the Nebulai Marketplace. This will create various opportunities for TDAO members including additional revenue streams, work opportunities, and a greater purpose for developing next-generation technologies with social impact.

6. The Project Manager (PM): This person will be appointed by the TDAO Principals to be the one proposing and orchestrating the TDAO resources as needed to execute the projects that the TDAO wishes to pursue. The Project Manager works to the benefit of the TDAO and is not the role making decisions, but the one that supports the realization of the wishes of the TDAO project enactments. The Project Manager role shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in the Treasury.
 - o API Integrations & Monetization: The TDAO will initially start as a community, then transition into a hybrid DAO, with the ultimate vision that the TDAO become fully programmatic with API integrations into other Web2 and Web3 services. This will allow for additional monetization opportunities and integrations into the Nebulai Marketplace and other online services. The PM oversees orchestrating with the Business Development Manager (BDM) to drive new API integrations and monetization opportunities.
 - o Documentation: The PM oversees documenting and reporting at least every month all of the TDAO projects, APIs, and other relevant documentation on the TDAO GitHub repository: <https://github.com/nebulaidigital/TalentDAO>. The success of this TDAO depends on up-to-date information available for everyone to consume.

Community Management

The TDAO community is at the heart of this endeavor. Proper community management allows for the

expansion and sustainability of this community while promoting inclusiveness, freedom of expression, and driving innovation.

7. Community Oversight: Talent Leaders and Contributors alert and execute community activities with the main purpose of supporting and helping the TDAO community to have an amicable and productive community. The TDAO appoints a Community Stewardship Team (CST) to be the main group of people to assist with matters that may fall outside of the scope or purview of the community. This team shall be composed of at least 3 members. The CST shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in the Treasury.
8. Community Support: All members of the TDAO are encouraged to help other members to onboard, connect with other members, and act as a form of support for everyone to be welcomed into the community. The TDAO will appoint a Support Stewardship Team (SST) as the main body of people to assist with matters that may fall outside of the scope or purview of the community. These SSTs will be selected from the Talent Leaders and Contributors. The SST shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in the Treasury.

Marketing Management

Marketing is crucial to the success of the TDAO, creating a well-recognized brand, image, and awareness. These activities lead to a more active and successful organization.

9. Marketing Manager (MM) Role: This person will be appointed by the TDAO Principals to coordinate multiple channels across an integrated modern marketing strategy including paid and organic marketing campaigns, events & conferences, public relations and media outlets, and communications. The MM shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in the Treasury. Main concerns of this role include:

- Paid & Organic Media and Advertising: Create a holistic marketing campaign to advertise and drive awareness of the TDAO.
- Events & Conferences: Drive 1st party and plug into 3rd party events and conferences relevant to the topics as proposed by the TDAO.
- PR & Branding: Define a modern and fun brand including trademarks and copyright protections.
- Communications: Establish and maintain the communication channels from the TDAO to the public.

Business Development & Management

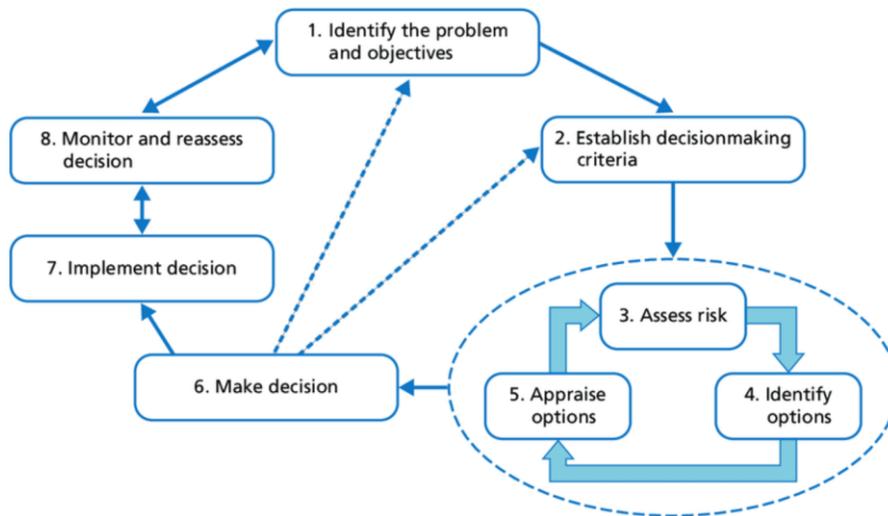
Business Development & Management will help the TDAO to find ways to bring new revenue streams into the ecosystem by productizing Intellectual Property developed by the TDAO, finding ways to profit from white-labeling and pay-per-use models, and establishing partnerships and alliances which will lead to shared revenue streams for the entire community.

- Business Development Manager (BDM) Role: This role will be initially appointed by the TDAO Principals. The BDM oversees connecting with the Product, Marketing, and Finance Managers to orchestrate the execution of any enactments made by the TDAO. The BDM shall be compensated and will be confirmed by the TDAO Principals and the TDAO community as funds become available in the Treasury. Main concerns of this role include:
 - Revenue Generating Streams: As the TDAO develops its own set of technologies, the BDM oversees finding ways to monetize this through different licensing and revenue sharing models.
 - DAO-to-DAO collaborations: The BDM is also in charge of connecting the TDAO with other DAOs for higher integration, added services, and other monetization opportunities.

- Partnerships & Alliances: The BDM will establish partnerships and alliances with Web2 and Web3 organizations to advance the purposes of the TDAO, focusing on ways to bring new revenue streams.

Decision-Making Enactment Process

As the TDAO enacts resolutions and tasks must be completed by the community for purposes of furthering TDAO objectives, there will have to be an incentive mechanism for the TDAO members to execute on behalf of the DAO. We see the following actions as main categories and offer how these actions could be incentivized:



Adapted from the National Academy of Science (2011)

1. Identify the problem or proposal: Once a proposal is ready to be submitted to the TDAO, the proposal shall include all information needed for the vote.
2. Establish decision-making criteria: These criteria shall be included in the proposal request.

3. Assess options: The TDAO will assess options based on the nature of the proposal, data provided, and the outcome and impact on the TDAO, community, and society.
4. Identify options: The TDAO will research and identify other more efficient options for implementing such a proposal.
5. Appraise options: The TDAO will appraise all proposed options including considering profitability, ease of implementation, and impact, and will use community channels to share insights.
6. Make decisions: The TDAO will vote for a decision; if a proposal fails to pass, the TDAO may provide a new way of implementing a declined proposal.
7. Implement decisions: The TDAO will provide the enactment proposal to the PM, MM, FM, and Community Leaders for execution.
8. Monitor and reassess decisions: Every time a decision is made, the PM, MM, FM, and Community Leaders will assess the progress and impact of the decision. All decisions shall be made public through the TDAO using established community communication channels.

Resources

- Decentralized Autonomous Organizations: Beyond the Hype:
https://www3.weforum.org/docs/WEF_Decentralized_Autonomous_Organizations_Beyond_the_Hype_2022.pdf
- Decentralized Autonomous Organizations and the Corporate Form:
https://www.wgtn.ac.nz/_data/assets/pdf_file/0010/1877725/Undergrad-unpublished-article.pdf
- Defining Blockchain Governance: A Framework for Analysis and Comparison:
https://www.researchgate.net/publication/339826276_Defining_Blockchain_Governance_A_Framework_for_Analysis_and_Comparison/fulltext/6098e9ae299bf1ad8d8e0f2f/Defining-Blockchain-Governance-A-Framework-for-Analysis-and-Comparison.pdf
- Governance and Business Models of Blockchain Technologies and Networks:
<https://nn8.nl/publications/pdfs/Deventer2017GBM.pdf>
- Blockchain as a Confidence Machine:
https://www.researchgate.net/publication/342307782_Blockchain_as_a_confidence_machine_The_problem_of_trust_challenges_of_governance/fulltext/5f0e15ea299bf1e548b4d512/Blockchain-as-a-confidence-machine-The-problem-of-trust-challenges-of-governance.pdf

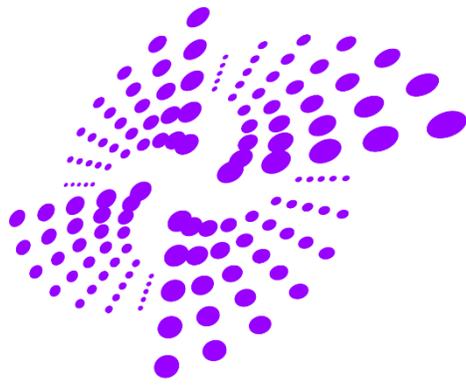
Takeaways

- We see the need for Talent to have a venue and a platform from which to transact safely, efficiently, and with low fees. Talent is the collective engine for innovation and the kinetic fabric upon which the economic advancement of our society depends. For Nebulai, Talent is an asset, it is the engine for innovation, and the fuel for society to move forward.
- Imagine a world where a global network of highly skilled individuals gathers in a collective intelligence ecosystem to create a positive impact on society. That collective intelligence ecosystem can be created, now. Nebulai and the Nebulai Talent DAO are making it a reality.
- Proposals and voting on matters of the community and the expression of its will shall eventually become the main concern of this community. For the community to fulfill its purpose, decision-making must be transparent, unbiased, and fair to the shared goals of the community.
- The creation of a token to govern the fair and transparent expression of voting for the community is crucial for a healthy community. Community leaders, contributors, and members have a vested interest in that voting and are undertaken by informed members that care about the vote and its outcomes.
- Only through fair incentives, will the TDAO become a self-organized community that empowers its members as a collective force that is compensated for their time and efforts.
- Our TDAO will pursue wise Treasury management using a combination of agile and defined controls that will balance management-directed and DAO governance to foster innovation with an eye to immediate outcomes and an ear to long-term sustainability.

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