



## Proposal Name: Executive Compensation February - August 2023

**Authors:** Nom

**Governance Reviewer:** Nano

### Voting Rules

**Category:** Executive Impact Pay

**Duration:** 7 days

**Quorum:** 5.0% (=248/4958 non-frozen SMB Gen2 NFTs)

**Veto Requirement:** Simple Majority (51%)

### Summary

Based on the implementation of the [Compensation Committee's Proposal](#) and applying updated financial numbers, the vote is for the DAO approving payment based on this proposal to the Executive group.

### Proposal Details

Explanation of the August 2023 Compensation Review can be found at the following [presentation link](#).

By voting Approve you are approving the Compensation to be disbursed as listed below. Going forward, each month the Exec team's monthly activity report will be presented to the DAO. The DAO will have the ability to veto this report and any impact pay associated with it. The report will be put up on DAOVote with the voting options to Approve, Veto, or Abstain. The report will be rejected if the vote reaches quorum and the Veto votes outnumber the Approve votes, otherwise the report and associated impact pay will be confirmed. There are additional steps if the vote fails as outlined via the updates to this Compensation document, and these articles will continue to be updated based on community feedback.

### Goals / Evaluation Metrics

- Implementation of the Executive Compensation plan based on membership approval for the work already done for Epoch 1 (February 2023 - August 2023)
- Using this as a base for Epoch 2 compensation until such a time where changes are made by either the Compensation Committee or another body inside of MonkeDAO

## Benefits to DAO & Individual Members

- Approval of a rewards structure for the current and future leadership designed to focus on achieving sustainable financial

## Risks & Concerns

- Spending of treasury funds for Executive Compensation
- Several members have raised concerns about the structure or potential improvements going forward about

## Tentative Timeline/Roadmap

- Immediately upon conclusion of the vote

## Treasury Spending

\$119,863.58 USDC split between the CEO and 7 of the 8 executives, with one abstaining. The individual numbers can be viewed as follows (With G's portion being removed at his request). Please note that this is for the 7 months from February to August 2023, and in future (if approved) will be split into monthly rather than consolidated like this vote.

Executive	Score	% of Fund	To Disburse
Undee	17	17.00%	\$21,109.30
Nano	15.88	15.88%	\$19,718.57
Supersimon	15.75	15.75%	\$19,557.15
Maurice	11.38	11.38%	\$14,130.82
FLman	11.13	11.13%	\$13,820.38
Nom	10.88	10.88%	\$13,509.95
Jemmy	8.13	8.13%	\$10,095.21
J5	6.38	6.38%	\$7,922.20
G	2.63	2.63%	<del>\$3,265.73</del>