



**It is not the strongest of the species that survives,
nor the most intelligent; it is the one most adaptable to change.
~ Charles Darwin ~**

Overview

In this document we will look into the details surrounding the official PEPEPOW DAO operational policy, objectives and management strategies.

As it stands, this text will serve as a guideline to the present representatives of the organization. These terms are subject to change with respect to network or community needs.

This document should in no way or form, be considered as advice for speculation in financial markets.

Decentralized Autonomous Organization

What is it?

Coined in the 1990s by the German computer scientist Werner Dilger, the term “DAO” was taken up two decades later by block chain enthusiasts and developers, most notably Ethereum’s Vitalik Buterin, who began theorizing in 2014 about DAOs as entities featuring “automation at the center, humans at the edges”.

Today, entrepreneurs are using web3 technologies, including block chain, digital assets and DAOs, to create new mechanisms of decentralized governance and coordination. By empowering token-holding members to propose, vote on and enact changes to an entity, DAOs enable communities to work collaboratively towards achieving shared goals. DAOs aspire to operate without conventional centralized intermediaries or institutional structures for functions such as the allocation of tasks and deployment of resources.

Their open, composable structure makes them simple to launch and customize regarding incentive structures. By locking agreements into automatically executing computer code, DAOs can foster rapid and transparent decision-making. These features have made the DAO landscape fertile ground for innovation. In recent years, DAOs have mushroomed across sectors, serving a wide variety of functions. DAOs are being leveraged to make investments, network around common interests and even advance the ESG agenda. Nonetheless, DAOs are in their infancy; their operations, utility and functions are still being defined

Weaknesses

Several practical, legal and regulatory risks affect DAOs. Like the block chains they run on, many DAOs face limitations and security challenges. Likewise, due to their pseudonymous nature, DAOs can create information asymmetries between creators and contributors.

Crucially, DAOs also face legal and regulatory asymmetries between creators and contributors. DAOs also continue to confront a host of governance-related risks, such as a lack of voter engagement and voter fatigue. Moreover, power concentration in DAOs presents a challenge.

Our Approach

Ensuring fair practices, operational transparency, maintaining network security, and upholding the vision outlined within the PEPEPOW whitepaper are the main objectives of this DAO.

In the long run, actively encouraging community growth will play a crucial role.

The DAO must guarantee the consistent pooling of labor and resources by utilizing the snowball effect; these circumstances offer opportunities in many forms. It is proven to be most effective when policies are implemented; the range of communication channels available to us makes it easy to reach voters and encourages active discussion.

Additionally, the DAO must focus on minimizing organizational overheads, by employing automated governance techniques.

These will in turn:

- Reduce human error,
- Offer administrative redundancy,
- Discourage the centralization of power,
- And improve the DAO’s operational sustainability.

Operational Framework

Voting

Votes from the community are used to determine changes to policies, funding priorities, network consensus, etc. Unless there is an urgent situation, the following rules must be followed:

- Make sure that a sufficient amount of time is allotted before votes expire. This gives a buffer against coordinated voter fraud while still giving objections a good chance to be heard.
- Must be clear and concise, avoiding ambiguous language and addressing any new subjects in a descriptive manner.
- It should be possible to accommodate simply majority outcomes by presenting topics with a variety of options.

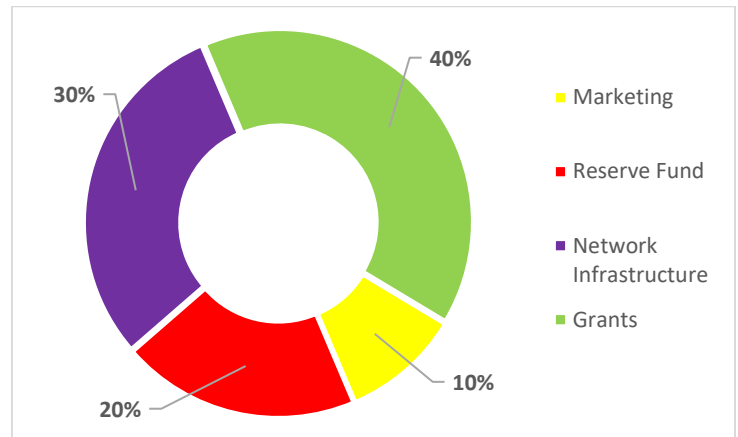
When presenting a case for disputes, the member(s) will be required to provide evidence for their claims. However, members of the DAO are not bound by all of the aforementioned conditions and will use their own voting mechanism for internal issues, whilst maintaining complete transparency by publishing results.

Until further notice, votes will only be accepted for consideration via direct participation, on the official Discord server.

Treasury

All DAO expenditures will be funded entirely by community members' donations.

Either through direct funding or indirect initiatives, examples include mutual partnerships or mining to the official community pool, by donating a portion of the block reward. These funds are further allocated into smaller, more manageable categories using the percentage of the total PEPEW received by the DAO multi-signature wallet.



Grants

The community must review and approve all grants before they can be given. The goal of collaborations and projects should always be to broaden the PEPEPOW ecosystem.

Social media and even layer 2 protocols that can leverage the underlying network, from DEX integrations to business-level infrastructure, are examples of these initiatives.

Network Infrastructure

These costs are often associated with fair compensation, for any work done. Included in this are immediate DAO members and community members who actively contribute to the project. Administration, paid bounties, core development, and project-related service providers are examples of these.

Reserve Fund

Aimed at project rescue, emergencies, and to provide a hedge against capital losses or total abandonment. This can be implemented in the form of, alternate asset accumulation or by simply allocating funds to a PEPEPOW master node.

Marketing

Self explanatory, includes but is not limited to, social media campaigns, skills/head hunting, third party campaigns and promotional giveaways.