

“Generating international moon based entertainment and investment products.”

8.0 Management Team

The overall goal for the leadership team in the early phases of the program is to structure an organization that will allow any number of highly talented people to contribute to the overall effort. We also need to ensure that all the basic functions are met, and that the organization can be funded without concern around ownership in the company.

Board Members

The Board of Advisors (In Phase 0-2) and Board of Directors (In Phase 3-5) will be the primary group of people responsible for the overall direction of the organization. We will seek to assemble a board of highly qualified individuals who are leaders in their fields, and are willing to share their expertise with Mission Moon. The selection of these members will be based on standard organizational methods, and will include investors as well as interested representatives from all major business areas and industries needed for the program, such as engineering, marketing, finance, commercial space, etc.

Principles

The principles will be the primary group that will be responsible for the success of the program overall. They may or may not be part of the management team. Either way, they will have participated significantly enough to be part of this final group. The principle group will be selected in Phase 2 when the preliminary designs are complete and the risks have been mitigated. This group will be selected by two methods, a ranking of all Advisors or Founding Principles with a ballot of all advisors who are eligible for section to the top 20 advisors most influential in guiding Mission Moon to success. The second step will be the board of directors determining which principles can be selected to run the organization through Phase 5. A minimum of 10 principles and maximum of 20 principles can be selected. Finally, the board of directors may decide to add additional principles through phase 5 if additional talent is required for phase 5 completion.

Advisors

The advisors are individuals who are brought onto the Mission Moon team to contribute their expertise in the early phases of the program. They will provide hours and/or capital that will help us make progress towards achieving the objectives set for in this plan. They will be added as members to the overall operating agreement and will be the primary people responsible for performing work during Phases 0, 1 and 2. Advisors may become Principles, management, employees or remain as Advisors for Phase 3 through 5. They will be paid either in futures, or a combination of cash and futures, as defined by the incentives table. Additionally, there will be an Advisory Board defined that will carry suggestions to the Principles and Board of Directors. This Advisory Board will function as the primary decision body if the Principles or Board Members have not yet been identified in Phases 0, 1 or 2.

Organizers

The organizers are individuals that are working to assist in communicating the Mission Moon objectives to the wider public, friends and family. They support the overall effort but are not expected to be paid. They will be first in line to be able to purchase Futures for their contributions.

Management

The Management Team is the group that is managing the day to day operations of Mission Moon. These roles will be further defined in phases 2 and 3.

Employees

The employees are individuals who are officially employed by Mission Moon and are participating in various roles to accomplish the mission goals.

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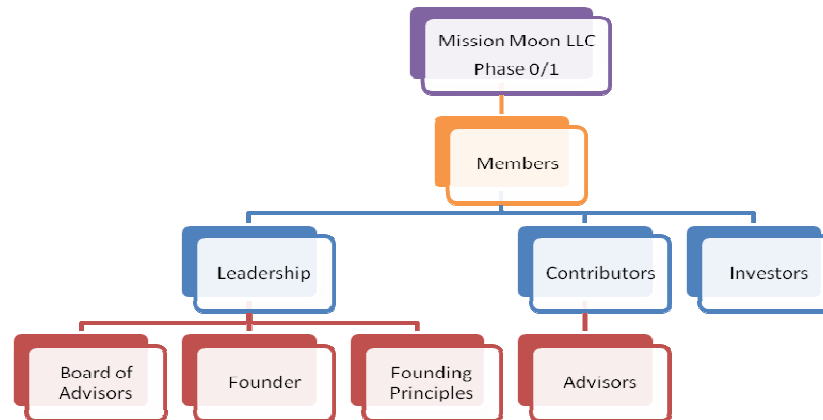
Table of Incentives (Share and Futures Distribution by Phase)

Table of Incentives							
		Phase 0	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
Founder ^{††}	Price per Share [§]	\$125,000 Vested over 5 Years \$0.25 Per Share Price Total Shares 500,000 1/5th for every 100 Hours	NA ⁰	NA ⁰	NA ⁰	NA ⁰	NA ⁰
	Price per Future [¶]	\$100 Per Hour Future Priced at \$1 100 Futures per Hour Worked	\$100 Per Hour Future Priced at \$10 10 Futures per Hour Worked	\$100 Per Hour Future Priced at \$20 5 Futures per Hour Worked	NA ⁰⁰	NA ⁰⁰	NA ⁰⁰
Board of Directors	Price per Share [§]	\$25,000 Vested over 5 Years \$0.25 Per Share Price Total Shares 100,000 1/5th for every 100 Hours	\$100,000 Vested over 5 Years \$1 Per Share Price Total Shares 100,000 1/5th for every 100 Hours	\$90,000 Vested over 5 Years \$3 Per Share Price Total Shares 30,000 1/5th for every 100 Hours	\$90,000 Vested over 5 Years \$5 Per Share Price Total Shares 18,000 1/5th for every 100 Hours	\$91,000 Vested over 5 Years \$7 Per Share Price Total Shares 13,000 1/5th for every 100 Hours	\$90,000 Vested over 5 Years \$9 Per Share Price Total Shares 10,000 1/5th for every 100 Hours
	Price per Future [¶]	\$400 Per Hour \$1 Per Hour Worked 400 Futures per Hour Worked	\$400 Per Hour \$10 Per Hour Worked 40 Futures per Hour Worked	\$400 Per Hour \$20 Per Hour Worked 20 Futures per Hour Worked	NA ⁰⁰	NA ⁰⁰	NA ⁰⁰
Founding Principles	Price per Share [§]	\$50,000 Vested over 5 Years \$0.25 Per Share Price Total Shares 200,000 1/5th for every 200 Hours	\$25,000 Vested over 5 Years \$0.25 Per Share Price Total Shares 100,000 1/5th for every 200 Hours	\$12,500 Vested over 5 Years \$0.25 Per Share Price Total Shares 50,000 1/5th for every 200 Hours	NA ¹	NA ¹	NA ¹
	Price per Future [¶]	\$100 Per Hour Future Priced at \$1 100 Futures per Hour Worked	\$100 Per Hour Future Priced at \$10 10 Futures per Hour Worked	\$100 Per Hour Future Priced at \$20 5 Futures per Hour Worked	NA ¹	NA ¹	NA ¹
Principles	Price per Share [§]	NA ²	NA ²	NA ²	Total number of Principles divided into the remaining available shares.	Total number of Principles divided into the remaining available shares.	Total number of Principles divided into the remaining available shares.
	Price per Future [¶]	NA ²	NA ²	NA ²	NA ³	NA ³	NA ³
Advisors [✱]	Price per Share [§]	\$5000 Vested over 5 Years \$0.25 Per Share Price Total Shares 20,000 1/5th for every 200 Hours	\$6000 Vested over 5 Years \$1 Per Share Price Total Shares 5,000 1/5th for every 200 Hours	\$6000 Vested over 5 Years \$3 Per Share Price Total Shares 2,000 1/5th for every 200 Hours	\$6000 Vested over 5 Years \$5 Per Share Price Total Shares 1,200 1/5th for every 200 Hours	\$7000 Vested over 5 Years \$7 Per Share Price Total Shares 1,000 1/5th for every 200 Hours	\$7200 Vested over 5 Years \$9 Per Share Price Total Shares 800 1/5th for every 200 Hours
	Price per Future [¶]	\$100 Per Hour Future Priced at \$1 100 Futures per Hour Worked	\$100 Per Hour Future Priced at \$10 10 Futures per Hour Worked	\$100 Per Hour Future Priced at \$20 5 Futures per Hour Worked	\$120 Per Hour Future Priced at \$30 4 Futures per Hour Worked	\$120 Per Hour Future Priced at \$40 3 Futures per Hour Worked	\$150 Per Hour Future Priced at \$50 3 Futures per Hour Worked
Management	Price per Share [§]	NA ⁴	NA ⁴	NA ⁴	\$20,000 Vested over 5 Years \$5 Per Share Price Total Shares 4,000 Need 1,500 Hours per Year	\$21,000 Vested over 5 Years \$7 Per Share Price Total Shares 3,000 Need 1,500 Hours per Year	\$18,000 Vested over 5 Years \$9 Per Share Price Total Shares 2,000 Need 1,500 Hours per Year
	Price per Future [¶]	NA ⁴	NA ⁴	NA ⁴	Management will be able to purchase upto 1000 futures at strike price of \$50 per Unit with 10% discount.	Management will be able to purchase upto 1000 futures at strike price of \$70 per Unit with 10% discount.	Management will be able to purchase upto 1000 futures at strike price of \$90 per Unit with 10% discount.
<p>NA⁰ - There is only one founder. NA⁰⁰ - The founder and the board members will draw a salary as of Phase 3. NA¹ - "Founding Principles" can convert to "Principles" or share holders in Phase 2 for the Start of Phase 3, but will not carry their vested shares. They will continue to carry their futures. NA² - Principles are selected in Phase 2, so no incentives are needed in this phase. NA³ - Principles are paid a salary at this time. NA⁴ - Management is not selected until Phase 2/3. Price per Share[§] - Expected Shares of 10 Million, with participants locking in their share agreement at time of signing. Price per Future[¶] - Expected volume of Futures 10 Million, with the price of the futures marked depending on the phase in which the work is being performed. Founder^{††} - From Phase 0 through Phase 2 a silent partner (Greg's wife, Carla Spehar) may hold 51% of the equity to ensure female/minority non-profit status for obtaining grants, etc. Advisors[✱] - Advisor shares are determined by their hiring contract and in some cases advisors may only compensated by the hours they work. Advisors will be assigned tasks with assigned hours to be worked and will obtain credit when completed.</p>							

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Diagram of Relationships

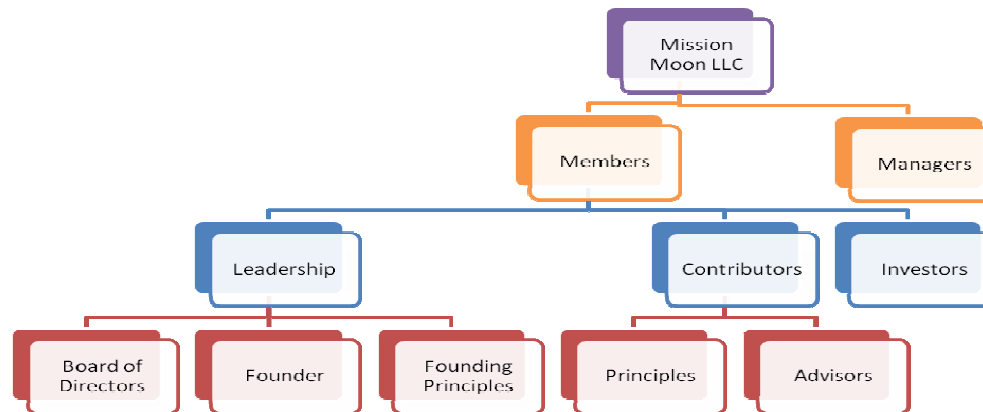
Phase 0/1/2 Structure



Note 1: A Limited Liability Company requires that investors be listed as “members”. Managers may or may not also be members, depending on the arrangement. Only members are given shares in the company. This arrangement will hold until the start of phase 3 where the board of directors will be required to determine if the organization will become an S-Corp or some other corporate structure.

Note 2: Employees hired at Phase 3 that are not principles or advisors may be given incentives based on futures and/or share price. This decision will be best made by the board in Phase 2 in preparation for Phase 3.

Phase 3+ Structure



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Current Management Team

Biography: Greg Spehar, MBA, PMP



Greg Spehar is an accomplished professional with more than 20 years of achievements in many industries including aerospace, transportation, healthcare, energy, technology development, defense, entrepreneurship, and project leadership. His passion for space exploration and new space ventures prompted him to conceive of the Mission Moon endeavor in 2001 and finally in 2009, with encouragement from friends and family, launched this new concept and mission that can lead us to a new age in space exploration and financial prosperity.

In 1990, Greg joined the McDonnell Douglas team as a system engineer to assist in the building of the International Space Station and was a member of the Command and Control Team for the Boeing lead redesign team in 1993-94. When leaving the space program in 1994, Greg moved his attention to obtaining an MBA from the University of Texas, Austin, where he was able to focus on entrepreneurship and international business. As part of that exchange program he was also able to receive an MBA from the Rotterdam School of Management in 1995.

In the late 1990s and through 2000 Greg was an important contributor in helping several start-up companies such as GemStone, a software company that builds object databases and shared cache technologies, iTango, a company that ventured into building self service components to ERP systems, Brokat Systems, a company dedicated to technologies that would provide real-time mobile payment capabilities to communications companies, and Klocwork, a technology company that allows developers and testers of software to identify coding defects prior to testing. While not involved in a start-up he spends his time working to provide project leadership to local Oregon companies and State agencies.

As a consultant he has provided project leadership and support for development of an integrated catalogue at Nike, Inc, proved that a State run Public Employee Retirements (PERS) system could be converted from a COBOL based technology to a JAVA based technology at the State of Oregon PERS, he also provided the leadership for building a cataloging and indexing system for transmission tower diagrams and engineering data at the federal Bonneville Power Administration (BPA) and finally designed and lead the migration of 5,000+ internally facing websites for Intel Corporation. A proven leader in managing complex programs in challenging environments which result in successful outcomes, while working at Point B, a project leadership company, he provided the engineering knowhow and leadership to assist in the production implementation of a new application for a Portland Oregon based Health Insurance Company, he also led the efforts to ensure a \$500+ Million dollar acquisition for a large internet based company in San Jose California was properly set up to be integrated into their finance arm. Additionally, he was responsible for helping a Portland Oregon based Health Care Delivery company develop a supply and demand strategy to ensure its future success and finally he was able to help a hospital in Vancouver Washington set up their acceptance testing efforts to migrate their systems between providers.

Greg has excellent analytical and interpersonal communications skills, and is entirely capable and ready to manage the Mission Moon project, to provide Mission Moon presentations, to lead Mission Moon teams, and to deliver on the Mission Moon timelines outlined in this plan.

Greg has a B.S. degree in Aerospace Engineering from the Purdue University, West Lafayette, IN (Structures/Controls), and a MBA degree from University of Texas, Austin and Rotterdam School of Management, Rotterdam, Netherlands. He is a certified Project Management Professional (PMP) from the Project Management Institute (PMI). His hobbies include salsa dancing, cross country skiing, and running/walking.

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Biography: Scott Lissit, PMP

Scott Lissit is an accomplished professional with more than two decades of achievements in a broad range of industries including aerospace, technology development and commercialization, defense, entrepreneurship, training and project management. He has a passion for space exploration and new ventures, and an uncompromising commitment to excellence in everything he does.

In 2003, Scott created a new course for NASA entitled, “Safety-Critical Decision-Making” following the Columbia accident. The course soon became a requirement for the Shuttle Mission Management Team (MMT), and he delivered it at several NASA Centers to Shuttle astronauts, flight directors and engineers. He also led the development of systems engineering training courses for the CIA.

In the 1990s he was a key member of the National Technology Transfer Center, where he worked with start-up companies to commercialize technologies originally developed under government funding. He’s been involved in several start-up ventures, including Skybitz, Inc., a geolocation service using satellite technology, and IDEV, Inc., a website development company. He coached dozens of start-up companies in affiliation with the Dingman Center for Entrepreneurship at the University of Maryland, writing business plans and helping clients gain investment funding during the .com boom.

As a systems engineer at TRW he designed a thermal control system for the NASA TDRSS satellites, and holds a US Patent for an excimer laser manufacturing process. He designed key systems on high-energy chemical lasers for the U.S National missile defense initiative.

He has proven repeatedly that he can manage complex programs in challenging environments and achieve successful outcomes. At Schafer Corporation he led analysis teams which modeled constellations of space-based lasers for use against hostile missile threats. He presented the results to high-level Department of Defense panels, securing additional funding in spite of tough competition from competing systems.

Scott has excellent communications skills, and is equally comfortable briefing potential investors or executives, managing projects, giving speeches, leading engineering teams, or delivering courses. Since 2007 he has trained over 1000 professionals in project management skills. Corporate clients include Rockwell Collins, Logitech, Thoratec, Micron Technologies and Key Technologies.

Scott has an M.S. degree in Engineering from the University of Michigan, Ann Arbor, MI (Thermodynamics/fluids), and a B.S. degree in Mechanical Engineering, *Magna Cum Laude* from Bucknell University, Lewisburg, PA. He is a certified Project Management Professional (PMP) from the Project Management Institute (PMI). His hobbies include astronomy, hiking, and meditation.

