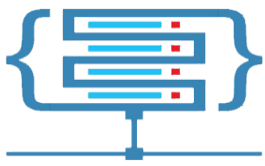


THE ROLES OF COO IN HOSTBRAG



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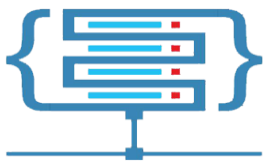
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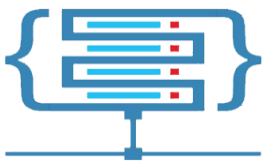
INTRODUCTION

The general description of roles and functions of a COO:

Chief Operating Officer (COO) is the cooperate executive who oversees ongoing business operations, day-day administrative and operational function of the business within the company. The COO typically reports directly to the CEO and is considered to be second in command.

The Chief Operating Officer drives results by unleashing creativity and accountability in a performance oriented culture among a group of diverse and talented individuals. His experience with other fast growing technology companies will help craft efficient and effective systems for the entire organization of Hostbrag while taking direct responsibility for operations, business development/alliances, and vendor management. The COO also successfully run day to day operations in order to allow CEO to focus on fundraising, thought leadership, and evangelizing the vision Of Hostbrag Solutions.

The Chief Operating Officer of Hostbrag as a hosting services industry should have strong personal accountability for results, strong commitment to teamwork in support of the company's success, adherence to ethical business practices, and comfort operating in a start-up environment with an ability to prioritize and drive actions to closure.

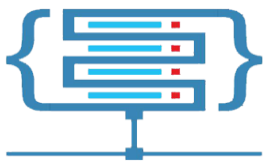


Roles Description and Present tasks allocation of the Chief Operating Officer in Hostbrag

The most important thing to consider in allocation of roles to any company's chief operations officer COO Is the present position and rate of growth that company. With a careful considerations to this fact, I filtered the most important roles that need immediate attention and facilitation to help the industry riche it first 500 premium users.

As the chief operations officer of Hostbrag services solutions, The below are presently Recommended tasks:

- ❖ Sales Support, services Surveys and Pricing Estimation
- ❖ Develop and execute an integrated go-to-market plan for the services of Hostbrag solutions, including feature roll-out, product positioning, and routes to market.
- ❖ Manage individual performance by establishing annual operating objectives for each employee with quarterly reviews.
- ❖ Establishing a unique sustainable company Culture and Visions to best lead Hostbrag to a monopolistic future.



Roles

Leadership:

- CEO's Partner who aligns Execution with Vision, Strategy and Financing
- Responsible for Company Building, Operations & Finance for all Hostbrag Initiatives
- Establish a positive, proactive, winning culture with and within Hostbrag

Operations:

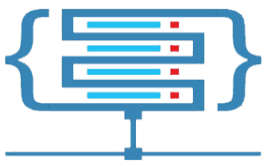
- Responsible for quality and cost---effective execution of PV projects
- Recruiting and contracting resources required to execute projects
- Responsible for Sales Support, services Surveys and Pricing Estimation
- Responsible for project schedules and budgets
- Service and support of existing completed projects and customers
- Maintaining and reporting an accurate and full account of daily operations

Financial Management & Oversight:

- Direct Accountant and Bookkeeper on Projects and Financial Reporting
- Proficient with cash flow management on hosting other services

Company Building:

Constant Recruiting top talent internally and externally into Hostbrag



Responsibilities/Essential job Functions

Reporting to the CEO, the COO will lead all internal operations and will have the following responsibilities:

Designing and implementing business operations.

Establishing policies that promote company culture and vision.

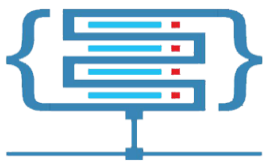
Overseeing operations of the company and the work of executives.

Help CEO Execute Strategies.

Support top level leadership.

Align all resources to archive the highest value for the company

- Drive the operational launch of the company's services
- Develop and execute an integrated go-to-market plan for the services of Hostbrag solutions, including feature roll-out, product positioning, and routes to market.
- Deliver agreed performance within budget. Performance and customer satisfaction targets.
- Work with Finance to develop a pricing model that ensures targets are achieved.
- Partner with Business Development leader to establish agreed mix of pricing, marketing programs, direct sales, and channel partners.
- Manage and direct company operations to meet budget and other financial goals.
- Develop, establish, and direct the execution of operating policies to support overall company objectives.
- Creating the strategic five year plan and implement new processes and approaches to achieve it.
- Lead the performance management process that measures and evaluates progress against goals.



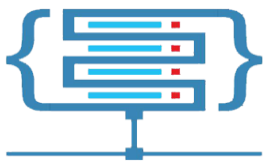
- Oversee all administrative functions, ensuring smooth daily operations.
- Oversee contract negotiation and legal activities: client contracts, partnership agreements, vendor contracts, and other legal documents.
- Manage the daily performance of the operations team. Use good meeting, sprints and project planning practices to drive focus and results.
- Manage individual performance by establishing annual operating objectives for each employee with quarterly reviews. Also establish annual development plan for each employee and provide ongoing coaching.
- Develop and implement a strategic plan for a rapid scaling of operational capacity through automation, process improvements or other productivity measures while maintaining high quality standards, rapid response times, high reliability and cost effective operations.
- Oversee the human resource function, including:
 - Recruitment, hiring, onboarding and retention of Compensation
 - Administration of Professional training and development



Key Responsibilities

Reporting to the CEO, the COO will lead all internal operations and will have the following responsibilities:

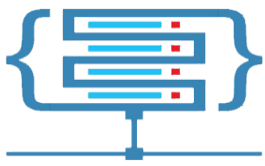
- Manage and direct company operations to meet budget and other financial goals.
- Develop, establish, and direct the execution of operating policies to support overall company objectives.
- Working in partnership with the management team and board of directors, create the strategic five-year plan and implement new processes and approaches to achieve it.
- Lead the performance management process that measures and evaluates progress against goals.
- Oversee all administrative functions, ensuring smooth daily operations.
- Oversee risk management and legal activities: client contracts, partnership agreements, leases, and other legal documents.
- Manage and oversee all financial and business planning activities, including:
 - Direct and administer all financial plans
 - Oversee business policies and accounting practices
 - Review and analyze financial reports
 - Lead and support organizational budgeting processes
- Manage and oversee the human resource function, including:
 - Recruitment, hiring and compensation
 - Benefits administration and oversight
 - Develop and implement stock option plan
 - Professional training and development, including new employee orientation - Retention strategies.



Core Competencies

- Exceptional communication, decision making, analytical, tracking, reporting and time management skills.
- Independent thinker able to thrive in a fast paced and dynamic environment.
- Persistence in holding internal and external stakeholders accountable under deadline, while establishing & maintaining strong relationships.
- Team player with strong initiative, able to work autonomously to complete tasks.
- Entrepreneurial mindset.
- Personal qualities of integrity, credibility, and commitment to the mission of Hostbrag Solutions.
- Expertise overseeing design and manufacturing support organizations
- Successful creation and management of sales program through a distribution network
- Business line management experience in launching new hosting services products, and scaling for growth and profitability
- Expertise in defining and scaling operational processes, both internally and with external partners
- Managing multiple projects in a manner that focuses the team and drives results

Excellent people skills, with an ability to partner with a dynamic leadership team



Conclusion

Based on research and very careful observation with respect to this documentation the above listed points are some of the important reasons for over 500+ companies' success.

