

Lido is an amazing protocol.

Due to its first mover advantage and solid execution, Lido has a monopoly over liquid staking, and has a clear shot at controlling over 50% of all staked ether post merge.

I propose that the team needs to be more aligned with the LDO holders at large.

In traditional companies, the employees are tasked with driving shareholder value via either a rising share price, or dividends, or both. Successful CEOs make a majority of their money from stock packages. I think that LDO should operate similarly.

I propose increasing the total compensation of the entire Lido team by 20%, but changing the USD to LDO weighting. This percentage should decrease with higher salaried employees.

An employee that believes in the strength of LDO should have no problem with this. It's a pay increase, after all.

Having more of the compensation tied to LDO should help the current employees think like LDO holders, always thinking of how we can drive value to LDO.

I realize that bills still need to be paid, so I'm not sure what the weighting should be per level. If anyone thinks this is a good idea, they can give input below.

Thanks.