

FOUNDING TEAM ROLES PROPOSAL

To my **Future Teammates**,

As we begin this journey, I want to be honest. I'm new to this field and naturally quiet, so leading by speaking up doesn't come easily. But I have chosen to fully commit because I believe deeply in our vision.

This is more than a business—it's an opportunity to transform how online shopping works. I don't have all the answers or many resources yet, but I promise I will never give up learning in the process. I believe in what we can create together and most of all, I believe in you. I need you on this team.

I invite you to join me in this journey. If you feel ready to embrace the challenges, navigate the uncertainties, and put in the hard work ahead, together, with trust and teamwork, we can build something truly meaningful—something far greater than any one of us could achieve alone.

If you're interested, please continue reading the following documents. Thank you for believing in this vision and in what we can build together!

With respect and belief in all of you,

MIKE ANGELO JAVIER MARIANO
President & CEO of **OARD**



PROPOSAL FOR FOUNDING ROLES:

Dear **Team**,

As we take the first step toward building something bold and meaningful, I've taken time to think deeply about the roles that each of you, as individuals, are naturally suited for—not just by skill, but by the connection and trust we've built.

Below are the proposed roles, along with the reasons I believe you are the right person for each one.

Mr. Zoren Legaspi

Vice President / Chief Operating
Officer (COO)

Mr. Angelo Paolo Acosta

Chief Marketing Officer (CMO)
& Advisor to the CEO

Dr. Lara Eunique Viernes

"Pretty" Secretary / Chief of Staff
& Creative Lead

If you feel aligned with your proposed role and believe in this vision as I do, I invite you to sign above as a symbol of our shared trust and commitment.

Together, let's build something meaningful!

THE WHYS:

Mr. Zoren Legaspi – Vice President / Chief Operating Officer (COO)

WHY THIS ROLE SUITS YOU?

Zoren, you've been a real friend through the ups and downs. With you, I've never had to pretend—I could just be myself, and that kind of comfort is rare. You're dependable, grounded, and I know I can somehow trust you even when things get tough. Your ability to manage and lead with focus makes you the right person to help keep this company moving forward.

Mr. Angelo Paolo Acosta – Chief Marketing Officer (CMO) & Advisor to the CEO

WHY THIS ROLE SUITS YOU?

Kuya Pao, you've been more than just a mentor—you've been my leader in life. You've guided me with maturity, wisdom, and understanding, especially in times when I felt lost. You were there when no one else was, quietly showing up with support. I couldn't imagine building this without your voice beside me. Your leadership and heart are what make you a natural advisor and communicator.

Dr. Lara Eunique Viernes – “Pretty” Secretary / Chief of Staff & Creative Lead

WHY THIS ROLE SUITS YOU?

Lara, you're smart, trustworthy, and emotionally intelligent. You have this rare ability to handle both logistics and creative tasks without getting overwhelmed. I already trust your instincts—and that kind of trust is hard to come by. You've helped me a lot not just with words but with presence. You've stood by me during some of my worst moments, and I felt your quiet support even when I couldn't say much.

Beyond that, your eye for detail, especially in your aesthetic photography and visual designs, is on a professional level. I truly believe you have what it takes to help guide this vision into something real and lasting.