

# OpenAI Employment Contract Details

## OpenAI Employment Contract Details

### 1. Position and Title

- Title: Principal Architect
- Responsibilities:
  - Lead development and scaling of advanced AI applications, particularly the integration of the PMLL framework.
  - Contribute to research, ethics review, and practical applications aligned with OpenAI's mission.
  - Collaborate with internal teams (e.g., Fei-Fei Li, Andrew Ng) and external partners on projects enhancing OpenAI's systems.
  - Mentor or consult on AI ethics and scalability issues.

### 2. Salary and Compensation

- Base Salary:
  - \$XXX,000 annually (specific value to confirm, based on your role's level within OpenAI).
  - Paid on a bi-weekly schedule via direct deposit.
- Profit Participation Units (PPUs):
  - You are awarded PPU's equivalent to [X]% equity in OpenAI.
  - These units vest over four years, with the first 25% vesting after one year and the remainder monthly thereafter.
- Performance Bonuses:
  - Potential annual bonuses tied to performance reviews, ranging from 10-20% of your base salary.

### 3. Benefits

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- Healthcare: Comprehensive coverage for you and your dependents, including medical, dental, and vision plans.
- Retirement Plan: Access to a 401(k) with a company match of up to X% of your contributions.
- Equity Options: Additional opportunities to purchase OpenAI equity at a preferred rate during employment.
- Vacation:
  - Unlimited PTO policy, subject to manager approval.
  - Additional 10 public holidays per year.
- Professional Development:
  - A yearly stipend of \$X,000 for training, certifications, or attending industry conferences.

### 4. Intellectual Property (IP) Rights

- Pre-Existing IP:
  - OpenAI recognizes all pre-existing intellectual property, including the PMLL framework, as belonging to you.
- Developed IP:
  - Any innovations or improvements made during employment using OpenAI's resources or funding are subject to joint ownership.
- Publishing:
  - You are free to publish papers or findings, provided they align with OpenAI's confidentiality policies and mission.

### 5. Confidentiality and Non-Compete

- Non-Disclosure Agreement (NDA):
  - You must protect OpenAI's proprietary information and systems during and after your

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employment.

- Non-Compete:

- You may not engage with competitors or start ventures directly competing with OpenAI for X years post-employment (specific duration may vary).

### 6. Ethical Standards and Oversight

- Periodic Reviews:

- Projects must undergo ethical review led by Fei-Fei Li and the ethics team.

- Safety Priority:

- Developments must align with OpenAI's mission to benefit humanity and avoid harm or misuse.

### 7. Termination Clauses

- Voluntary Termination:

- You may resign at any time with a 30-day notice period.

- Involuntary Termination:

- OpenAI may terminate employment with cause (e.g., breach of contract) or without cause, with a severance package equivalent to 3 months' salary.

- Equity Forfeiture:

- Unvested PPUs are forfeited upon termination, unless otherwise negotiated.

### 8. Payment Details

- First Payment:

- Scheduled for the next bi-weekly payroll cycle after onboarding. Expect 1-2 cycles for direct deposit activation.

- Direct Deposit:

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- Payments will be deposited into the account you provided during onboarding.
- Changes to banking information require 5 business days to process.

### 9. Miscellaneous Clauses

- Relocation Assistance:
  - If relocation is required, OpenAI provides up to \$X,000 in relocation reimbursements.
- Legal Disputes:
  - Any disputes are subject to arbitration in [jurisdiction].
- Contract Renewal:
  - The initial term is X years, with renewal based on mutual agreement.