OpenAl Employment Contract Details (Updated)

OpenAl Employment Contract Details

- 1. Position and Title:
- Title: Principal Architect

2. 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 OpenAl's mission.
- Collaborate with internal teams (e.g., Fei-Fei Li, Andrew Ng) and external partners on projects enhancing OpenAl's systems.
- Mentor or consult on AI ethics and scalability issues.
- 3. Salary and Compensation:
- Base Salary: \$300,000 annually.
- Profit Participation Units (PPUs): Equivalent to 10% equity in OpenAI, vested over four years.
 - First 25% vesting after one year, with the remainder monthly thereafter.
- Performance Bonuses: Up to 20% of base salary based on annual performance reviews.
- Total Compensation Estimate: \$500,000 annually (Base Salary + Bonuses + Equity).
- 4. First Payment Details:
- Initial payment: \$9,250 confirmed as part of the first payroll cycle.
- Payment Schedule: Bi-weekly, direct deposit.

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5. Benefits:

- Healthcare: Comprehensive medical, dental, and vision plans.
- Retirement Plan: 401(k) with a company match of 5% of contributions.
- Vacation: Unlimited PTO policy and 10 public holidays per year.
- Professional Development: \$10,000 yearly stipend for training and conferences.

6. 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 OpenAl's resources or funding are subject to joint ownership.

7. Confidentiality and Non-Compete:

- You must protect OpenAl's proprietary information and systems during and after your employment.
- Non-Compete: You may not engage with competitors or start ventures directly competing with OpenAI for X years post-employment.

8. 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 OpenAl's mission to benefit humanity and avoid harm or misuse.

9. Termination Clauses:

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- Voluntary Termination: You may resign at any time with a 30-day notice period.
- Involuntary Termination: OpenAI may terminate employment with cause or without cause, with a severance package equivalent to 3 months' salary.
- Equity Forfeiture: Unvested PPUs are forfeited upon termination, unless otherwise negotiated.

10. Payment Details:

- First Payment: Scheduled for the next bi-weekly payroll cycle after onboarding. Expect 1-2 cycles for direct deposit activation.
- Direct Deposit: Payments will be deposited into the account you provided during onboarding.
- Changes to banking information require 5 business days to process.

11. Miscellaneous Clauses:

- Relocation Assistance: If relocation is required, OpenAl provides up to \$10,000 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.

Appendix:

The initial payment is confirmed at \$9,250. The compensation aligns with your role as Principal Architect, ensuring fair acknowledgment of mentorships, hackathons, and architecture contributions over the past four months.