

API3 DAO Compensation Proposal, Operations Cycle #1

This is a compensation proposal for the ongoing operations of the API3 DAO for the 6-week operations cycle between December 17th 2020 and January 31st 2021. Due to ongoing work to formalize the compensation protocol of the API3 DAO, it represents a simplified version of the final compensation proposal format, which will be launched in Q1 2020.

The compensation amounts in this proposal follow the general API3 compensation guideline found [here](#), and the seniority of each team member has been vetted by the core API3 team.

The operations have been divided into six areas, based on team members' task focus. Each team is free to set up their own communications channels to facilitate the successful accomplishment of their DAO-approved goals. At the end of the operations cycle, the teams are expected to report back to the DAO on the outcomes achieved during the previous cycle, after which the DAO votes to either extend the compensation to the next cycle or proposes to alter the compensation to optimize for the achievement of wanted outcomes.

Technical Team	Role	FT/PT	Monthly Comp.
Burak	Head developer	FT	8,750.00
Andre	Developer	FT	8,750.00
Sasa	Developer	FT	8,750.00
Altan	Developer	FT	3,000.00
Total			29,250.00

Business Development

Heikki	Head of BD	FT	7,500.00
Dave	BD lead platforms	FT	7,500.00
Joeri	BD lead enterprise	FT	7,500.00
Mo	BD APIs	PT	3,200.00
Rob	BD APIs	FT	3,200.00
Manu	BD	FT	3,200.00
Mason	BD lead APIs	FT	7,500.00
Total			39,600.00

Community Management

Midhav	Community manager	FT	3,200.00
Kiyo	Community manager	PT	1,600.00
Total			4,800.00

Operations

Mark	Operations	FT	5,000.00
Greg	Operations	PT	1,600.00
Niek	Org. development	PT	3,750.00
Total			10,350.00

Marketing

Roy	Marketing	PT	2,500.00
Michael	Content	PT	2,500.00
Typto	Marketing (China)	PT	2,500.00
Emanuel	Marketing	PT	1,600.00
Total			9,100.00

Legal

Erich	Legal advisor	PT	4,375.00
Total			4,375.00

Monthly total: **97,475.00**

Proposal total (6 weeks): **144,337.50**