DXdao

Worker Compensation Guidelines

Guiding Tenets:
- DXdao should offer fair & competitive compensation, while also attracting those aligned with the mission of DXdao.
- DXdao hopes to attract the best and most ambitious minds across the world
- Transparency in structure and a clear path for future growth are important.
- DXdao workers should be incentivized to drive financial value to DXD; compensation in DXD is meant to align worker interests with DXD holders.

Salary Structure:
- Base salary in ETH or Dai
- DXD compensation on top of base salary. This is vested continuously for two years with a one year cliff.
- Compensation is denominated in US dollars. ETH payment is determined by the price of ETH at proposal submission. DXD price is the price on the DXtrust buy price at proposal submission.
- Full-time contributors receive 0.1667% REP per month, capped at 4%
- 2 month Trial & Ramp up period - there is a trial period during the first two months of worker contributions. During Month 1, 75% of normal compensation is paid; Month 2, 90% of normal compensation; and Month 3 (and thereafter), 100% of normal compensation. Bounties and other contributions may count towards a workers' trial period.

Calculating monthly compensation for worker proposal:
1. Pick your experience Level 1-5, based on experience guidelines (below) and in consultation with DXdao community
2. Select Base Salary + DXD from compensation table (below)
3. If opting for part-time work, multiply these numbers by % of time, or intended hrs/week divided by 40.
4. Determine % of full salary if during the month trial period.

Experience Level	Monthly Base Salary (ETH or DAI)
Level 1	$4,000
Level 2	$5,000
Level 3	$6,000
Level 4	$7,000
Level 5	$8,000

Experience Level	Monthly DXD compensation
Level 1	$2,000
Level 2	$3,000
Level 3	$4,000
Level 4	$5,000
Level 5	$6,000

Experience Guidelines:
1. I'm new! I don't have many marketable life skills but I'm passionate about DXdao and eager to learn
2. I have some work experience, but I have not yet developed specialized skills. Perhaps I have worked in a related industry, but I might lack direct experience in Web3/DeFi/DAOs. I'm eager to get more expertise in my vertical.
3. I've been around the block and know how to work independently, but I still need help coming up with a scope of work and working with people outside of my area of focus. I'm eager to grow horizontally and vertically.
4. I know what's going on and some (maybe even myself) would consider me an "expert" on my specialty. I can work with different stakeholders and drive initiatives internally. I'm eager to fill gaps in my skill set.
5. I have deep expertise in a particular vertical or have direct experience that is relevant to Web3/DeFi/DAOs. I'm eager to further the mission of DXdao and work with other engaging and ambitious people.

[Example] Compensation Structure:
● Past experience: 4 years as full-stack web developer but just getting started in Web3/DeFi/DAO
● Experience Level: 3
● Full-time
● Third Month working for DXdao

- Monthly Salary
  - $6,000 (ETH) distributed monthly
  - $2,000 (DXD) vested for 1 year and $2,000 (DXD) vested for 2 years
  - 0.1667% REP (voting power in DXdao)

Other items

- There is no vacation policy. Contributors are encouraged to rest and take vacations as appropriate, but these should be clearly communicated in worker proposals. It is incumbent upon individual contributors to ensure other DXdao workers are aware of any vacation or time-off.
- Community consensus limits additional REP awards to contributors with more than 4% of total REP. For contributors with over 4% REP, DXD may be substituted for the monthly REP issuance.