Compensation Guidelines v3

Goal

	USD $$	DXD	Description	Yearly	Yearly, no DXD	% $$$ base	% DXD
Level 1	$3,000	$1,500	Level 1 contributors are just starting out and looking to gain experience. They are passionate about DXdao, DAOs, DeFi and decentralization and eager contribute in any way.	$54,000	$36,000	66.7%	33.3%
Level 2	$4,000	$2,000	Level 2 contributors have limited skills from previous experiences that will carry over to their work for DXdao, perhaps they have some web development work, prior writing experience or business development experience outside of Web3/DeFi/DAOs. Level 2 contributors are relied upon by DXdao to execute regular tasks	$72,000	$48,000	66.7%	33.3%
Level 3	$5,000	$3,000	Level 3 contributors have skills and experience in Web3/DeFi/DAOs that translate directly to DXdao. Level 3 contributors provide value to key initiatives for DXdao but need guidance on how to complete and check tasks.	$96,000	$60,000	62.5%	37.5%
Level 4	$6,000	$4,000	Level 4 contributors have a clear track record for success in their specific field. They might not have as much experience with crypto, but still have relevant prior experience. They can work independently on tasks assigned to them but still require some direction and review.	$120,000	$72,000	60.0%	40.0%
Level 5	$7,000	$5,000	Level 5 contributors have sought after skills in Web3/DeFi/DAOs. They understand the industry and how to operate the tools needed for their trade. They can own tasks assigned to them, carrying them independently to completion. Level 5 contributors are beginning to formulate their own ideas for product ideas or DXdao initiatives.	$144,000	$84,000	58.3%	41.7%
Level 6	$8,000	$6,000	Level 6 contributors have been around the block and are interested in furthering their career with DXdao. Level 6 contributors can collaborate easily with other contributors and manage their own scope of work.	$168,000	$96,000	57.1%	42.9%
Level 7	$9,000	$7,500	Level 7 contributors have thorough experience in their vertical as well as Web3/DeFi/DAOs. Level 7 contributors are reliable and effective at completing tasks, and may even drive certain initiatives.	$198,000	$108,000	54.5%	45.5%
Level 8	$9,000	$9,500	Level 8 contributors are considered to be among the best in their field and have extensive experience with Web3/DeFi/DAOs. These contributors should work independently with a variety of stakeholders to push internal initiatives.	$222,000	$108,000	48.6%	51.4%