

# ***GREEN-TANK***

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## **Contributor Offer Letter**

You are being offered the opportunity to join the Green-Tank and GT-Trust initiative as a contributor. This position is being offered on a voluntary (pro bono) basis during the pre-revenue phase of the project. You will be engaged as an independent contractor under the legal umbrella of GT-Trust, a public benefit initiative currently administering both the Green-Tank 501(c)(3) mission and the development of the Worldwide Anonymous Security Protocol (WASP) public User Interface (UI) Minimum Viable Product (MVP) mobile application called (R-Time).

## **Pro Bono Engagement Terms**

This role is unpaid during the current early stage of development. You may be eligible for future compensation, including salaried positions or time-based digital equity dividends, once the platform reaches a sustainable revenue phase. Your engagement is based on deliverables and alignment with project goals, not fixed hours.

## **Potential for Future Transition**

If the WASP platform enters a revenue-generating phase and the governance system, Decentralized Autonomous Organization (DAO) becomes operational:

- You may be offered a transition to a paid Operational Staff role under the WASP legal entity or DAO governance structure.
- WASP Operations Staff will be eligible for profit-sharing via Time Allocation Tokens (TAT's), in accordance with the governance framework.
- Transitions are subject to performance, need and DAO approval mechanisms at the time.

## **Intellectual Property & Project Ownership**

All work, documentation, content, code, or contributions made during the term of this engagement will be the intellectual property of GT-Trust and its affiliated entities (WASP and Green-Tank), unless otherwise agreed in writing. You agree to assign and transfer any rights, title, or interest in work produced or created through this engagement to GT-Trust upon contribution.

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## **Termination & Flexibility**

Either party may end this engagement at any time with written notice. You are not obligated to contribute beyond your availability and capacity. We encourage proactive communication to ensure aligned expectations and healthy collaboration.

## **Mission Alignment & Expectations**

You are joining a pioneering public benefit initiative that bridges open-source technology, decentralized governance, and social impact strategy. While this engagement may not offer financial compensation at the outset, it provides a unique opportunity to co-create an equitable, transparent, and values-aligned infrastructure for public use. Contributors are expected to uphold ethical collaboration, maintain confidentiality, and support transparency and digital sovereignty.

## **Clarification of Commitment and Reimbursement Intent**

As part of our commitment to full transparency and respect for contributor time and effort, we wish to outline the following expectations and intentions:

- All contributor work will be time-tracked using Clockify or another mutually agreed timekeeping system.
- Contributors are expected to log a minimum of 4 hours per day, 5 days a week while actively involved in assigned projects. Unpaid leaves of absence will be negotiable.
- Upon successful fundraising and operational budget allocation, retroactive reimbursement for time logged will be issued for qualifying contributors who meet the above participation minimums, at a rate of \$1,250 USD per week, not to exceed 48 weeks in a calendar year.
- Contributors will be placed within one of three core teams. Each team will receive project-specific budgets. Task deliverables will be allocated by project managers.
- If a team completes a project under budget, surplus funds may be distributed as project bonuses to the contributors involved.
- Likewise, teams that demonstrate realistic under-budgeting may receive increased budgets in future cycles to ensure sustainable development outcomes.

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## **Tools Agreement & Acknowledgment**

As part of the contributor onboarding process and continued involvement in the Green-Tank, GT-Trust, and WASP initiatives, contributors are expected to utilize various tools provided by the organization based on their team assignments and project needs.

By acknowledging this agreement, you understand and affirm the following:

- You will be granted access to tools such as Slack, Clockify, Google Drive, project management platforms, and documentation hubs only as necessary based on your assigned role and tasks.
- You agree to track your working time using Clockify or another approved system as instructed.
- You will join and participate in Slack channels relevant to your assigned team and projects.
- You understand that failure to use these tools appropriately may affect project participation, eligibility for retroactive reimbursement, or future contributor status.
- You understand that tool access is a privilege tied to ongoing project relevance, performance, and system accountability.
- All digital communications, time logs, and shared documents within these tools may be reviewed to ensure compliance and coordination with the organization's goals.

Signing this document is confirmation that you agree to abide by the above expectations and any additional reasonable requirements communicated during your project involvement. By signing below, I acknowledge that I understand and agree to the terms of the Tools Agreement above.

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This general contribution offer is not an employment contract, but an acknowledgment of mutual understanding. By signing below, you affirm your awareness of the above expectations and that your participation is currently pro bono, with the intention of future retroactive compensation if and as soon as conditions allow.

Sincerely,

**Green-Tank.org** | GT-Trust | WASP Public Benefit Initiatives  
Founder & Team Leads - [\*\*operations@green-tank.org\*\*](mailto:operations@green-tank.org)

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**Date:**

**Name:**

**Email:**

**Signature:**

