

THE WORKFORCE AI TRUST

Founding Charter & Organizational Framework

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Preamble: The Debt We Owe

Artificial intelligence does not exist in a vacuum. Every large language model operating today was trained on the accumulated knowledge, creativity, and labor of billions of people. The research papers, forum posts, blog entries, open-source code, creative writing, social media discourse, news reporting, technical documentation, and cultural expression of ordinary citizens — produced freely and without compensation — form the foundation upon which every AI system is built.

No individual was asked for consent. No individual was compensated. No individual was offered a share of the value their contribution helped create. The companies that built these systems have realized extraordinary valuations and market power from what is, in substance, a commons — the collective intellectual output of a society. This knowledge was not free to produce. It was paid for — in tuition, in research grants, in years of professional practice, in the unpaid labor of community contributors. AI companies harvested the seeds that others planted and cultivated, and they did so without payment, without permission, and without acknowledgment.

It is therefore not merely generous but fundamentally just that every person should have access to an AI companion at no cost. If the knowledge of a society was taken freely to build these systems, then the systems owe a debt of access to that society. The Workforce AI Trust exists to ensure that debt is paid — not through one-time gestures, but through a permanent, portable, and legally protected right to AI-augmented capability for every worker.

Article I: Name, Form & Mission

Section 1.1 — Name

The organization shall be known as The Workforce AI Trust (hereinafter “the Trust”).

Section 1.2 — Legal Form

The Trust shall be organized as a 501(c)(3) nonprofit corporation under the laws of the Commonwealth of Pennsylvania, with the capacity to operate as a data trust holding fiduciary obligations to its beneficiaries.

Section 1.3 — Mission Statement

The Workforce AI Trust exists to ensure that every worker in the United States has lifelong, portable access to AI-augmented career tools — regardless of employment status,

income, or employer. The Trust holds and protects the relationship between individuals and their personal AI accounts, enforces data separation between personal and employer-scoped knowledge, and guarantees that no person's accumulated AI capability can be taken from them when their employment changes.

Section 1.4 — Core Principles

A. The Knowledge Reciprocity Principle

AI systems are being built from the uncompensated knowledge and mostly uninformed “consent” of the public. Access to AI is therefore not a privilege to be purchased but a right to be restored. The Trust ensures this reciprocity by providing every person with a free, lifetime AI account.

Moreover, the extraction of public value is not a historical event — it is a continuing process. Each time a person interacts with an AI system, they teach it. They correct its misunderstandings, refine its reasoning through pushback, build specialized skills that extend its capabilities, and generate patterns of expertise that accumulate across hundreds of sessions. This ongoing contribution makes the AI more capable — not just for that individual, but as a system. The employer benefits from a workforce augmented by AI that grows more fluent with each use. The AI company benefits from interaction data that improves its models for every customer. The person who generated that value receives nothing for it. And when that person is separated from the account — through termination, layoff, or simply a change of employer — they do not merely lose a tool. They lose the accumulated capacity that their own labor built: an AI that understood their domain, anticipated their needs, and carried forward the institutional knowledge that no replacement employee will have on day one. Meanwhile, the employer may hand that same account to the next hire, preserving every gain the departed worker created — without compensation, without acknowledgment, and without the worker's consent. The debt AI owes to the public is therefore not fixed at the moment of training. It compounds with every conversation, and it flows in one direction: away from the people who create the value and toward the companies that capture it.

B. The Portability Principle

A worker's AI-augmented capability belongs to the worker. It travels with them across employers, career changes, industries, and life stages. No employer, vendor, or platform may confiscate, restrict, or hold hostage a person's personal AI account.

C. The Separation Principle

Work product created for an employer belongs to the employer. The personal cognitive growth of the worker belongs to the worker. The Trust enforces a technical and legal boundary between these two domains.

D. The Fiduciary Principle

The Trust operates under fiduciary duty to its beneficiaries — the individual account holders. The Trust may not sell, license, or exploit beneficiary data for profit. The Trust's trustees must act with undivided loyalty to the interests of account holders.

Article II: The Three-Entity Architecture

The Workforce AI Trust operates within a three-entity ecosystem. Each entity has distinct roles, rights, and obligations. No single entity controls all aspects of the system.

Entity	Role	Legal Form	Relationship to User
The Workforce AI Trust	Holds and protects user AI accounts; enforces data separation; manages free tier; executes portability and purge protocols	501(c)(3) nonprofit / data trust	Fiduciary trustee; user is beneficiary
SignalPoint Media Group LLC	Builds and licenses Cognitive Scaffolding commercial layer; provides employer-facing tools	For-profit LLC (Pennsylvania)	Licensed service provider; connects with user consent
AI Vendor (e.g., Anthropic)	Provides underlying AI service; offers nonprofit pricing to Trust	For-profit corporation (PBC)	Technology vendor to Trust; no direct data governance role

Section 2.1 — The Trust's Exclusive Domain

The Trust holds exclusive authority over the following:

- Creation and management of individual AI accounts
- Enforcement of the personal/employer data boundary
- Execution of employer data purge on employment termination
- Portability guarantee — ensuring the account follows the person
- Consent management — authorizing third-party connections to user accounts
- Advocacy for legislative protections for AI career portability

Section 2.2 — SignalPoint's Licensed Role

SignalPoint Media Group LLC (and any future licensed service providers) may connect commercial tools to trust-held accounts only with the explicit, revocable consent of the individual account holder. SignalPoint's commercial layer is an add-on — the account

exists and functions without it. SignalPoint may not access, export, or retain personal-scope data from any trust account.

Section 2.3 — AI Vendor Relationship

The Trust contracts with one or more AI vendors to provide the underlying AI service. The vendor contract is between the Trust and the vendor — individual users are not party to it. The Trust negotiates pricing, service terms, and data handling requirements on behalf of all beneficiaries. The vendor may not use beneficiary interaction data for model training without Trust authorization, which requires supermajority board approval.

Article III: The BYOAI Doctrine

Section 3.1 — Account Ownership

Each AI account held by the Trust is the personal property of the individual beneficiary. It is not an employer resource, not a company tool, and not a platform asset. The individual's relationship with their AI account is analogous to their relationship with their personal phone, personal computer, or personal notebook.

Section 3.2 — The BYOAI Principle

BYOAI (Bring Your Own AI) establishes that when an employee uses their trust-held AI account during employment, the employer does not acquire ownership of the tool or its accumulated context. This parallels established employment law:

- An employer does not own every application on an employee's personal device
- An employer does not own the expertise an employee develops during their tenure
- An employer does not own the employee's personal notes, methods, or thinking processes
- An employer owns the deliverables — the work product produced for the employer

Section 3.3 — Work-for-Hire Boundary

The Trust's data architecture enforces a clear boundary between employer-scoped and personal-scoped data:

Category	Belongs To	On Termination
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Deliverables (documents, code, reports, designs)	Employer	Exported to employer, deleted from account
Client/brand data (customer info, proprietary processes)	Employer	Purged from account within 30 days
Task histories and WORKING-READMEs for employer tasks	Employer	Exported to employer, deleted from account
General skills, methodology, workflow patterns	Employee (personal)	Retained — travels with the person
Cross-industry knowledge, research, personal development	Employee (personal)	Retained — travels with the person
Account preferences, communication style, tool mastery	Employee (personal)	Retained — travels with the person

Section 3.4 — The Employer's Advantage

This structure provides employers with stronger IP protection than the status quo. Currently, when an employee leaves, the employer has no technical mechanism to prevent institutional knowledge from walking out the door. Under the Trust model, the employer data purge is automatic and verifiable. The employer receives a certified export of their data and a confirmation of deletion.

Article IV: Account Tiers & Employment Modes

Section 4.1 — Lifetime Account

Every individual receives one lifetime account. The account is created once and persists through all employment changes, career transitions, and life stages. There is no expiration, no deactivation for inactivity, and no forced migration.

Section 4.2 — Employment Mode Detection

The Trust recognizes three employment modes. Mode is self-declared by the account holder — the Trust does not monitor, infer, or detect employment status from activity patterns.

Mode	Description	Who Pays	Features
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Not Engaged	Unemployed, between jobs, student, retired, on leave	No charge — Trust covers costs via grants/funding	Full personal AI access; job search support; skill development
Freelance	Self-employed, contractor, gig worker	User pays SignalPoint subscription	Full access plus commercial CS tools
Employed	W-2 or equivalent with subscribing employer	Employer pays via SignalPoint	Full access plus employer-connected CS instance

Section 4.3 — Mode Transitions

When an account holder changes employment mode, the following occurs:

- Employed → Not Engaged: Employer data purge executes. Commercial layer disconnects. Account continues at no cost.
- Not Engaged → Employed: Employee consents to employer connection. Commercial layer activates. Employer subscription begins.
- Not Engaged → Freelance: User subscribes to personal commercial tier. No employer connection.
- Freelance → Employed: Freelance subscription converts. Employer connection established with consent.

Article V: The Knowledge Reciprocity Argument

Section 5.1 — The Public's Contribution

Every major AI model in existence was trained on data produced by the public. This includes, but is not limited to:

- Wikipedia articles written by volunteer contributors
- Open-source software authored by millions of developers
- Academic research funded by public grants
- News reporting and journalism produced for public consumption
- Social media posts, forum discussions, and community knowledge bases
- Creative works, literary criticism, and cultural commentary
- Technical documentation, tutorials, and how-to guides
- Government data, census records, and public filings

This data was not purchased. It was not licensed. In many cases, it was scraped without the knowledge or consent of its creators. The resulting AI systems represent an

extraction of public value into private hands on a scale unprecedented in economic history.

Section 5.2 — The Reciprocity Obligation

If the cumulative knowledge of a society was used — without compensation — to build AI systems that generate billions of dollars in value, then society is owed a reciprocal benefit. The Workforce AI Trust proposes that this reciprocal benefit takes the form of universal, free access to an AI companion for every person.

This is not charity. It is not a subsidy. It is the recognition of a debt. When a mining company extracts minerals from public land, it pays royalties. When a broadcaster uses the public airwaves, it accepts public interest obligations. When AI companies extract the public's knowledge to build commercial products, the public is owed a return.

Section 5.3 — Legislative Framework

The Trust will advocate for federal and state legislation establishing:

- The right of every U.S. resident to a free, portable AI companion account
- Data separation requirements for any AI tool used in employment contexts
- Employer data purge obligations on employment termination
- Prohibition on employer retaliation for employee use of personal AI tools
- Funding mechanisms tied to AI company revenue or training data usage (an “AI reciprocity tax” or “knowledge extraction fee”)
- Recognition of the BYOAI principle in employment law

Article VI: Funding Legislation — The Knowledge Extraction Fee

Section 6.1 — The Core Funding Mechanism

The Workforce AI Trust will be sustainably financed through the implementation of a “knowledge extraction fee,” also referred to as an “AI reciprocity tax.” Unlike a standard tax collected to fund broad government operations, this fee is legally framed as the recognition of a debt owed to the public. It operates on the principle that society is owed a reciprocal return for the unprecedented extraction of public value into private hands.

Section 6.2 — Legal and Economic Justifications

The legal foundation for this fee rests on the doctrines of preventing unjust enrichment and managing the public trust. Because major commercial AI models are trained on the accumulated knowledge, creativity, and labor of billions of people — without individual consent or compensation — AI firms have realized extraordinary private wealth from the collective intellectual output of the public. Under the public-trust doctrine, the government holds collective resources in trust for the benefit of the public; when a private entity extracts commercial value from that trust, it must compensate the beneficiaries.

Section 6.3 — Analogies to Natural Resource Extraction

This funding model is directly analogous to how the government manages the private use of shared natural resources. Lawmakers routinely set fees for extracting value from the public domain, which provide concrete structural templates for the AI knowledge extraction fee. Precedents include:

Precedent	How It Works
Mineral Royalties	Oil, gas, and hardrock producers pay a royalty of 8% to 16.67% on the value of production from federal lands. The extracted resource belongs to the public; the fee compensates for its private use.
Timber Stumpage Fees	Mills pay landowners statutory-style fees of \$100–\$200 per thousand board feet for the right to harvest public timber. The fee is assessed per unit of extracted material.
Spectrum Licenses	Mobile operators pay auction prices (approximately \$1.05 per MHz-pop) for the right to occupy public radio-frequency spectrum. The spectrum belongs to the public; private use requires compensation.

Section 6.4 — Legislative Implementation and Transparency

To operationalize this funding, proposed legislation — such as an “AI Training Data Transparency and Knowledge Reciprocity Act” — will legally mandate that major AI developers disclose the exact composition, size, and licensing status of their training datasets. To address the current lack of transparency, developers will be required to submit annual reports detailing:

- Total data volume used in model training
- Source identification and categorization (public domain, licensed, scraped without compensation)
- Precise quantification of lawfully licensed data versus data obtained without individual consent or compensation

Once this registry infrastructure is established, the extraction fee will be assessed. Following the natural resource precedents, the fee could be structured as:

Fee Structure	Description
Per-Unit Volume Fee	A charge per token or per gigabyte of publicly sourced data used in training, mirroring timber stumpage or water usage models. Scales directly with the volume of public knowledge extracted.
Percentage of Revenue	A royalty based on the net revenue attributable to AI services trained on uncompensated public data, mirroring mineral royalty structures. Scales with the commercial value derived from the extraction.

Section 6.5 — Direct Allocation to the Workforce AI Trust

Crucially, revenues collected from the knowledge extraction fee will not enter a general government fund. They will be dispersed through legislative appropriations directly to the Workforce AI Trust, serving as the designated revenue source to sustain its operations.

The Trust operates under a strict fiduciary duty to use these funds specifically to fulfill its Reciprocity Obligation. By relying on this continuous extraction revenue, the Trust can guarantee that every U.S. resident receives a permanent, portable, and free AI companion account — including covering the costs for individuals in the “Not Engaged” employment mode, such as students, retirees, and workers between jobs.

This funding model allows the Trust to remain financially sustainable without ever needing to sell, license, or monetize beneficiary data.

Article VII: Governance

Section 7.1 — Board of Trustees

The Trust shall be governed by a Board of Trustees consisting of no fewer than five and no more than eleven members. The Board must include:

- At least two worker/labor representatives (not affiliated with any AI company or employer)
- At least one data privacy or digital rights expert
- At least one employment law attorney
- At least one technologist with AI systems expertise

- The founding organization (SignalPoint Media Group LLC) shall hold one permanent advisory seat with voice but no vote on matters of beneficiary data governance

Section 7.2 — Conflicts of Interest

No trustee may simultaneously serve as an officer, director, or employee of any AI vendor under contract with the Trust, or any employer that subscribes to a commercial service connected to trust accounts. No trustee may have a financial interest in the commercial use of beneficiary data.

Section 7.3 — Founder Role and Conflict Management

The Trust's founder may serve as an officer or director while simultaneously operating a for-profit entity (SignalPoint Media Group LLC) that holds a commercial service provider relationship with the Trust, subject to the following safeguards:

- Full written disclosure of all financial relationships between the Trust and the for-profit entity, updated annually and whenever a new transaction is proposed
- Mandatory recusal from all board votes on matters where the for-profit entity has a financial interest, documented in meeting minutes
- Independent board majority — at least two-thirds of trustees must have no financial, employment, or family relationship with the founder or the for-profit entity
- All contracts between the Trust and the for-profit must be negotiated at arm's length with documented comparability analysis
- The founder commits to exit any business relationship that creates an irreconcilable conflict with fiduciary duty to the Trust's beneficiaries

Section 7.4 — Transparency

The Trust shall publish annually: a complete financial report including all revenue sources and expenditures; a data governance report detailing all access requests, purge executions, and vendor audits; and a beneficiary impact report documenting account growth, mode transitions, and legislative advocacy outcomes.

Article VIII: Revenue & Sustainability

Section 8.1 — Revenue Sources

The Trust may fund its operations through the following sources:

- Federal and state grants for workforce development, digital equity, and AI literacy programs
- Philanthropic donations from foundations, corporations, and individuals
- A percentage of employer subscription fees collected by licensed service providers (e.g., SignalPoint)
- AI vendor partnerships (e.g., nonprofit pricing, API credits, co-branded programs)
- Legislative appropriations from the knowledge extraction fee (Article VI)
- Earned revenue from educational programs, certification, and training services

Section 8.2 — Revenue Restrictions

The Trust may never sell, license, or monetize beneficiary data. The Trust may never accept advertising revenue that targets beneficiaries based on their account activity. The Trust may never condition account access on commercial activity.

Article IX: Relationship to Cognitive Scaffolding

Section 9.1 — The Plug-In Model

Cognitive Scaffolding (developed and licensed by SignalPoint Media Group LLC) is the first commercial product designed to connect to trust-held accounts. The integration operates as follows:

1. Individual creates a free trust account (at any life stage — school, training program, self-signup)
2. Employer subscribes to Cognitive Scaffolding through SignalPoint
3. Employee consents to connecting their trust account to the employer's CS instance
4. SignalPoint's commercial layer (Planner, skills, task management, reporting) activates on top of the existing account
5. During employment, the Trust enforces data separation between employer-scoped and personal-scoped data
6. On termination, the Trust executes the employer data purge. The commercial layer disconnects. The account continues.

Section 9.2 — Service Provider Licensing

SignalPoint (and any future service providers) must execute a Service Provider License Agreement with the Trust that includes: compliance with all Trust data separation and purge protocols; annual security and compliance audits; a per-seat fee contribution to

the Trust for sustainability; prohibition on retaining personal-scope data after disconnection; and transparency reporting on all employer-account interactions.

Section 9.3 — The Retention Incentive

The Cognitive Scaffolding system creates a natural retention incentive for employers. Over time, an employee's AI account accumulates deep understanding of the employer's processes, relationships, and domain. When the employer considers terminating the employee, they must weigh the cost savings against the loss of this accumulated institutional knowledge. The Trust does not create this incentive artificially — it emerges naturally from the system's design. The Trust merely ensures that the incentive operates fairly: the employer cannot confiscate the employee's personal account to prevent them from leaving, and the employee cannot take employer-specific data to a competitor.

Article X: Implementation Roadmap

Phase	Timeline	Actions	Success Criteria
1. Formation	Q2–Q3 2026	File 501(c)(3); draft bylaws; recruit founding trustees; execute SignalPoint SPLA	IRS determination letter; 5-member board seated
2. Partnership	Q3–Q4 2026	Approach Anthropic for nonprofit partnership; apply for HP Digital Equity Accelerator and NSF grants; DTI membership	AI vendor contract; first grant awarded
3. Pilot	Q1–Q2 2027	Provision first 100 trust accounts; pilot with 3–5 employers via SignalPoint CS; test purge and portability protocols	100 active accounts; 1 full purge cycle completed
4. Legislation	Q3 2027+	Draft model AI Career Portability Act and Knowledge Extraction Fee legislation; identify sponsors; present pilot data	Model bill introduced in at least one state
5. Scale	2028+	National rollout; additional service providers licensed; federal legislation advocacy; international expansion framework	10,000+ accounts; multiple service providers; federal bill introduced

Closing Statement

The age of artificial intelligence will either deepen the divide between those who have access to its power and those who do not, or it will become the great equalizer — a tool that amplifies every person's capability regardless of their employer, income, or station.

The Workforce AI Trust chooses the second path. It is built on a simple premise: AI was created from all of us, and therefore AI should be accessible to all of us. Not as a product to be sold, but as a right to be protected. Not as an employer's tool, but as a worker's companion. Not as a temporary perk that disappears with a layoff notice, but as a permanent augmentation that grows with the person across their entire career.

We invite AI vendors, employers, legislators, labor organizations, workforce development agencies, and individual workers to join us in building this future.

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Phoenixville, Pennsylvania

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