

OpenAI's National Community Compact: Building With Communities, Not Just In Them

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OpenAI

AI is being built in communities across America. Data centers have the potential to create jobs, advance local economic opportunity, and drive a new era of American growth.

But infrastructure alone does not create shared prosperity. The way it is built, governed, and connected to local communities determines whether it becomes a source of trust or a source of tension.

OpenAI believes AI must benefit everyone, not just a few. That principle applies as much to where and how AI is built as to how it is used. Our compute campuses will shape state and local economies, energy grids, labor markets, and public services for decades. The communities hosting them deserve a voice and a meaningful stake in the value they create.

This **Community Compact** is how we turn that principle into practice. This Compact provides a framework for accountability that communities can use to measure our progress. It sets the baseline for how OpenAI will listen to residents; create good, high-paying local jobs; protect shared resources; and support small businesses.

Moving forward, every campus owned and operated by OpenAI will have its own locally tailored Community Compact, shaped by community input and grounded in local needs. All of them will rest on this same core promise: OpenAI compute campuses will be built with communities, not imposed upon them, and will leave those communities better off than before. We know that it's only by working together can we scale AI responsibly together and make the Intelligence Age a shared American project.

At every compute campus site we own and operate, OpenAI will:

Listen and learn.

At future sites owned and operated by OpenAI, we will engage local community members through construction, operations and future upgrades. We will create clear, regular opportunities for residents to shape project plans and economic benefits.

- **We will solicit community input.** This can include using community surveys, listening sessions, and outreach to nearby residents, local businesses, schools, workers, and community organizations to understand local goals and concerns, including voices that may not attend formal hearings.
- **We will designate a local point of contact.** We will give residents clear, accessible ways to raise concerns and ensure timely responses throughout the life of the campus.

Be accountable to community members.

At future sites owned and operated by OpenAI, we will share clear, timely information about compute campus development, and report on our progress toward goals.

- **We will not use non-disclosure agreements (NDAs) with public officials.** OpenAI will not require public officials to sign NDAs as a condition for discussion or negotiation. We will allow only narrow protections covering legitimate security information, trade secrets, or proprietary or competitively sensitive information.
- **We will publish construction plans.** We will publish site-specific plans on the temporary effect of construction on traffic, noise and lighting. Communities should know what to expect during construction and have a platform to ask questions and raise concerns.
- **We will provide clear public information about community impacts, including noise measures, energy use, water use, and long-term sustainability.** At compute campuses owned and operated by OpenAI, we will measure and publish on our website the information that communities need to understand how local compute campuses impact the place they call home.
    - *Noise:* We will commission independent noise studies before operations begin and annually afterward, measuring sound at property boundaries and in immediately neighboring areas. We will publish the study results.
    - *Water:* New OpenAI compute campuses will publicly report water use by location and describe our cooling and water-management practices.
    - *Energy:* We will work with utilities to make the allocation of project costs clear to customers and the public. We will also publish our on-site electricity use, including electricity generated and consumed.
    - *Sustainability:* We will publish on our website site-specific sustainability information describing the technologies and practices we use to reduce environmental impacts, including low-emission backup generators, cooling systems, and alternative energy sources, as applicable to each location.
    - *Economic impacts:* We will publish on our website site-specific economic impacts, including construction and operating jobs, tax payments and community investments.
- **We will publicly report progress on the Compact commitments.** We will use resident input to shape site-specific commitments and report annually to the public on progress toward those commitments.

Ensure that households don't bear the cost of compute campus energy use.

We will work with utilities and regulators to protect ratepayers from paying for the energy infrastructure required by our data centers, and to promote long-term planning that modernizes the grid.

- **We will protect ratepayers.** We will pay the full cost of powering our compute campuses and ensure local residents do not foot the bill for our energy needs. OpenAI signed the national Ratepayer Protection Pledge and committed to paying the incremental costs of the infrastructure required to serve our sites and the full cost of the electricity we use.
- **We will provide insurance against stranded assets.** Before major spending begins, we will provide financial assurances that protect other customers from being left with those costs if a project is delayed, reduced, or canceled.
- **We will help utilities plan more effectively.** We will help utilities conduct long-term planning and adopt efficient solutions by providing realistic information about how much power we will need and when we will need it.

Serve as a "Grid Protector".

OpenAI will promote and participate in flexible demand programs that allow compute campuses to help keep the lights on during periods of grid stress, including natural disasters, extreme weather and other emergencies. This can reduce the need for costly, seldom used infrastructure and lower costs for other customers. The model in each community will depend on utility needs and technical parameters. Utilities will need to provide compute campuses with clear operating rules. Depending on local conditions, technical feasibility, and utility interest, the Grid Protector programs could include:

- **Reduce demand during peak usage:** Data centers can curtail electricity demand when the grid is under pressure, freeing capacity for other customers. Because peak periods are usually predictable through weather modeling – and we can also respond with as little as an hour's notice – utilities gain dependable, callable capacity when it matters most. Compute campuses should use electricity that might otherwise be stranded, while stepping back during tight system conditions. In Effingham, Georgia, OpenAI signed an agreement with Georgia Power to pay the full cost of the infrastructure needed to serve its compute campus. OpenAI also committed up to 1,000 MW of flexible demand response, so Georgia Power can reduce energy delivered to the compute campus during periods of high demand. OpenAI's agreement is part of Georgia Power's plan to cut consumer costs.
- **Supply power back to the grid:** Where data center development includes on-site power generation and storage, compute campuses could reduce demand and supply their power to the grid to serve consumers during times of crisis. This requires approved grid connections, appropriate equipment, and agreements with utilities that protect essential operations and backup reserves.

- **Help keep the grid steady.** At some compute campuses, batteries and power controls can limit sudden changes in electricity (load smoothing) drawn from the grid. Where workloads allow, operators can also shift or temporarily reduce demand during periods of grid stress. Coordination among data center operators, utilities, and grid operators can make these capabilities useful for grid reliability.

Respect local water resources.

Water is a shared and precious resource. OpenAI compute campuses will respect local watersheds and community needs by minimizing water use, maximizing efficiency, and ensuring transparency about their impacts.

- **We will develop community-specific water plans.** OpenAI will minimize water use and protect local ecosystems by prioritizing closed-loop or low-water cooling systems. Innovations in cooling-water system design for AI campuses and deep learning workloads drastically reduce water use compared with traditional data centers.

Invest in community-driven, long-term economic development.

At OpenAI, we believe that being a good neighbor means helping create lasting economic opportunity in the communities we call home. Alongside the local tax revenue generated by compute campus development, OpenAI will make direct community investments that strengthen local economies, support household stability, and expand opportunities for residents to build lasting prosperity. Our approach starts with listening, learning, and meeting communities where they are. Through our community and economic development programs, we will work with residents, local organizations, and public leaders to develop tailored community plans that reflect local priorities, build on community strengths, and address barriers to economic opportunity.

- **We will make sustained investments in community-selected priorities.** A transparent local engagement process, including community listening sessions, will help shape those investments. Depending on community priorities, investments could include:
    - *Strengthening the foundations of economic security.* OpenAI could support housing stability and affordability, childcare, transportation, healthcare, and other essential services that help residents meet everyday needs, participate in the economy, and plan for the future.
    - *Expanding pathways to quality jobs and economic opportunity.* OpenAI could invest in education, career-connected learning, apprenticeships, and workforce partnerships that help residents enter, advance in, and benefit from quality jobs across the regional economy.
    - *Helping local businesses grow and build wealth.* OpenAI could expand access to capital, business advising, technology, and new markets so local businesses can start, compete,

and grow. This could include preparing local suppliers for contracting opportunities and helping businesses use AI to improve productivity and reach new customers.
    - *Strengthening infrastructure and community resilience.* OpenAI could support locally identified improvements to water systems, neighborhood infrastructure, public safety, and other shared assets that sustain quality of life and enable long-term economic development.
    - *We are already putting this approach into practice.* We have committed $80 million to community priorities in Effingham County, Georgia, and $40 million in Pike County, Ohio. In Effingham County, residents are directly shaping investments through a community-led approach, and local feedback has informed investments of $4.8 million to pay for free school meals for all 14,000 students in the county and $2 million to develop a local park. In Pike County, residents identified childcare as a priority, leading to a joint $6 million commitment with SB Energy. Together with our partners, we are supporting city-identified improvements to Michigan's Saline Recreation Center and a first-responder grant program in Wisconsin. Across our communities, we are committing millions to priorities identified by residents and local leaders.

- **We will help communities plan for an influx of new tax revenue.** Compute campus investment brings substantial revenue into communities through local taxes. It can also bring Payments In Lieu of Taxes (PILOT) funds that local governments secure from developers. OpenAI can help communities plan how to direct these funds to thrive for the long term. Communities with robust existing industry could harness the funds to become globally competitive technology centers, while those facing de-industrialization or unemployment can use the funds to create jobs and pathways for local residents. Others may prefer to invest in existing assets. Depending on community priorities and preferences, OpenAI can help communities:
    - *Develop long-term plans for growth and resilience*. OpenAI could fund local economic development intermediaries to convene residents to build a vision for the community's future based on local priorities, assets, and talent. The group should include employers, educational institutions, worker organizations, training providers, community groups, and more. Planners should identify long-term goals and strategies to achieve them, including investments in shared infrastructure, research and development, site development, start-up incubators, sectoral training partnerships, support services for job-seekers, and more. The intermediary can then guide increased tax revenue toward these investments.
    - *Deliver near-term tax relief alongside long-term investment.* Communities may choose to use compute campus revenue to reduce resident taxes. For example, in Effingham County, Georgia, proceeds from the project's land sale are already helping reduce residents' property-tax bills, before the compute campus is operational. Qualifying homeowners are seeing an average reduction of roughly 30 percent, including a separate state tax-relief grant. OpenAI has voluntarily agreed to pay at the pre-reduction tax rate, and the project is expected to become the county's largest taxpayer at full buildout.

Create good jobs and pathways for local residents.

Compute campuses will create quality, skilled jobs in compute campus construction and operations, in skilled trades, with suppliers, and in the businesses growing alongside our projects. OpenAI will support local planning and local partnerships that build lasting career pathways, including opportunities that don't require a four-year degree.

- **We will publish workforce strategies and annual progress reports.** At future OpenAI owned and operated site, we will develop and publish a workforce strategy explaining the jobs we expect to create and how we will help local residents prepare and apply for them. Annual reports will track hiring and training goals, including worker numbers, work hours, job types, apprenticeship participation, training partnerships, and partnerships with local community organizations to upskill the local workforce.
- **We will set local hiring goals where local labor conditions allow it.** Where there is a substantial population of workers interested in compute campus work, we will create pathways to hiring locally. Where labor market conditions allow, we will set local hiring targets. We will work with workers, training organizations, and employers to pair these goals with training and support. At our site in Georgia, residents can submit their résumés through our Future Talent Network to be considered for future opportunities. Local contractors, suppliers and small businesses can also register their interest in providing construction, maintenance, transportation, food services and other support. Both groups can sign up for project updates and contact our local outreach team for guidance on opportunities as they develop.
- **We will invest in community workforce priorities.** OpenAI will work with communities to identify local workforce priorities and provide the partnerships and resources to deliver on them. Communities may consider the following initiatives:
    - *Project Labor Agreements (PLAs).* Compute campuses are among the most complex industrial facilities ever built. They require highly skilled workforces, tight coordination, and absolute reliability. PLAs are a proven way to ensure projects stay on schedule, meet high safety and quality standards, and create real opportunity for local workers.
    - *AI Talent Hubs.* OpenAI could establish and fund a community-based AI Talent Hub to coordinate employers, unions, school districts, community colleges, and training providers. The hub would ensure that curricula and career pathways align with local hiring demand and that workers receive wraparound support, such as childcare, transportation, and career coaching.
    - *Learn-and-earn pathways.* OpenAI could Invest in or establish registered apprenticeship and pre-apprenticeship programs that allow workers to learn on the job. We will share anticipated workforce needs and skills requirements. We will also help shape program design, support instructor capacity, and finance training equipment.

Be a good neighbor.

At OpenAI, we're working with partners to develop compute campuses the right way. We are committed to being a long-term partner in host communities. We will earn trust by listening, following through on our commitments, reporting on progress, and addressing problems when they arise. Community feedback will continue to shape the project and its local benefits. For more information about our compute campuses, visit openai.com/compute-campus.

About OpenAI

OpenAI's mission is to ensure that artificial general intelligence benefits all of humanity. We're building AI to help people solve hard problems because by helping with the hard problems, AI can benefit the most people possible – through more scientific discoveries, better healthcare and education, and improved productivity. We're off to a strong start, creating freely available intelligence used by 1.2 billion people around the world each week. We believe AI will scale human ingenuity and drive unprecedented economic growth and new freedoms that help people accomplish what we can't even imagine today.

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