



WHAT AI LEADERS BELIEVE AND WHY IT MATTERS FOR LANDMEN

Jerris Johnson, CPL - AAPL West Texas Energy Institute 2026

SOME THINGS I WORK ON...



DISCLAIMERS / NOTES

- Not legal advice. (I'm not a lawyer, but this what all the cool kids say.)
- Things are moving fast, so it's possible there is a fact that is slightly off or outdated.
- AI was used for research and assistance in constructing slides but was used with close supervision and with many of my own edits and revisions.
- Your objections, questions, and constructive compliments are all welcome.
- In case there are more questions than we have time for, contact info is at the end.
(Spoiler: Connect on LinkedIn and email me at jerris@realdeallandman.com)
- Ask me about the paper from AAPL annual meeting and my recent study about AI and jobs.
- In case I forgot to ask nicely on the last slide, check out stackdx.com and realdeallandman.com.

REASONABLE EXPECTATIONS WITH AI

- **We are here.**

We're
experlencing
agentic
moments with
AI, but It's still
not a
replacement.

Nothing

Everything

THE VOICES IN OUR HEADS



Sam
Altman -
CEO,
OpenAI



Geoffrey
Hinton -
"Godfather
of AI"



Jensen
Huang -
CEO,
NVIDIA



Dario
Amodei -
CEO,
Anthropic



Mustafa
Suleyman
- CEO,
Microsoft
AI



Satya
Nadella -
CEO,
Microsoft



Sir Demis
Hassabis -
Google
DeepMind



Aravind
Srinivas -
CEO,
Perplexity

How powerful are the machines?

The background features a complex, abstract design. It consists of numerous thin, dark lines that resemble circuit traces or data paths, radiating from a central point. In the center, there is a circular structure with concentric rings and a central hub, giving it a mechanical or architectural appearance. The overall color palette is muted, with shades of grey, blue, and white.

**IN SOME BIG SENSE, CHATGPT
IS ALREADY MORE POWERFUL
THAN ANY HUMAN WHO HAS
EVER LIVED.**

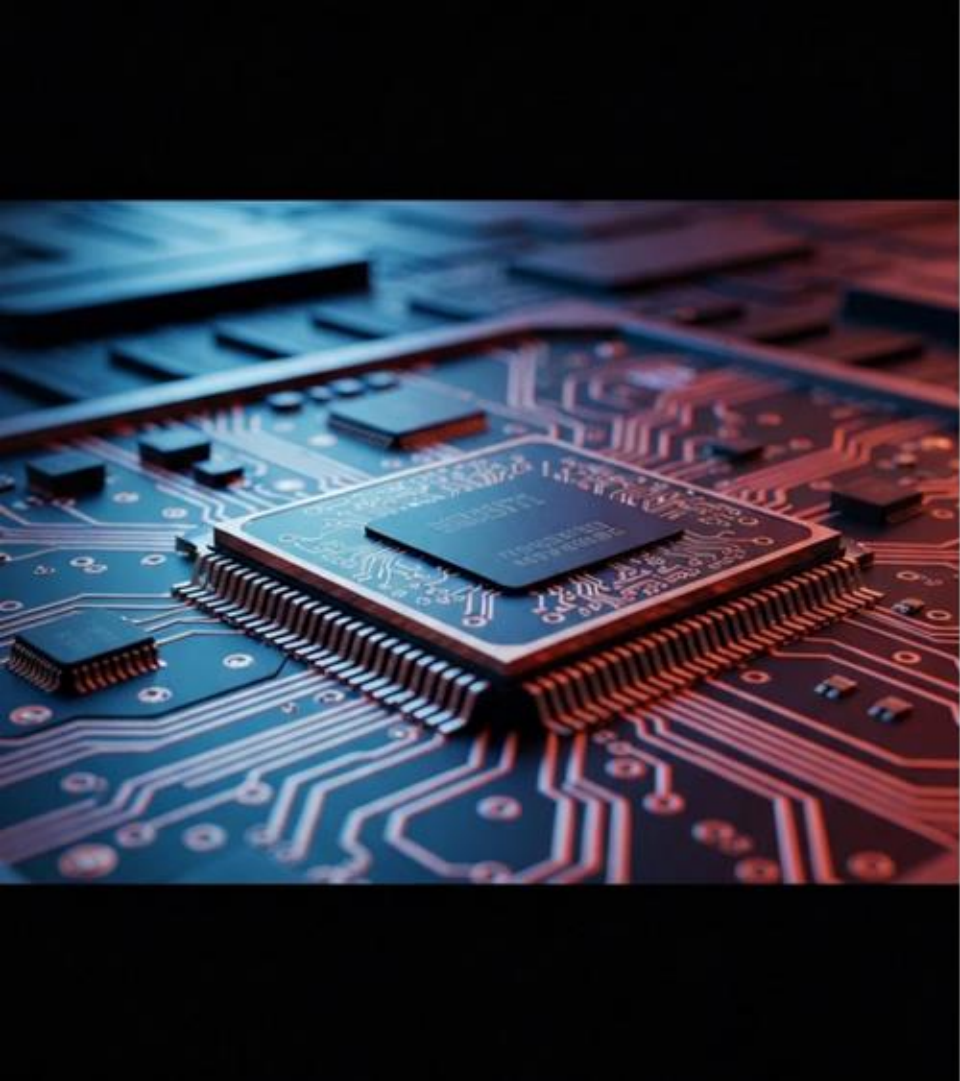
SAM ALTMAN, JUNE 2025



**AND HOW MANY
EXAMPLES DO YOU
KNOW OF A MORE
INTELLIGENT
THING BEING
CONTROLLED BY A
LESS INTELLIGENT
THING?**

GEOFFREY HINTON, DECEMBER 2024, BBC



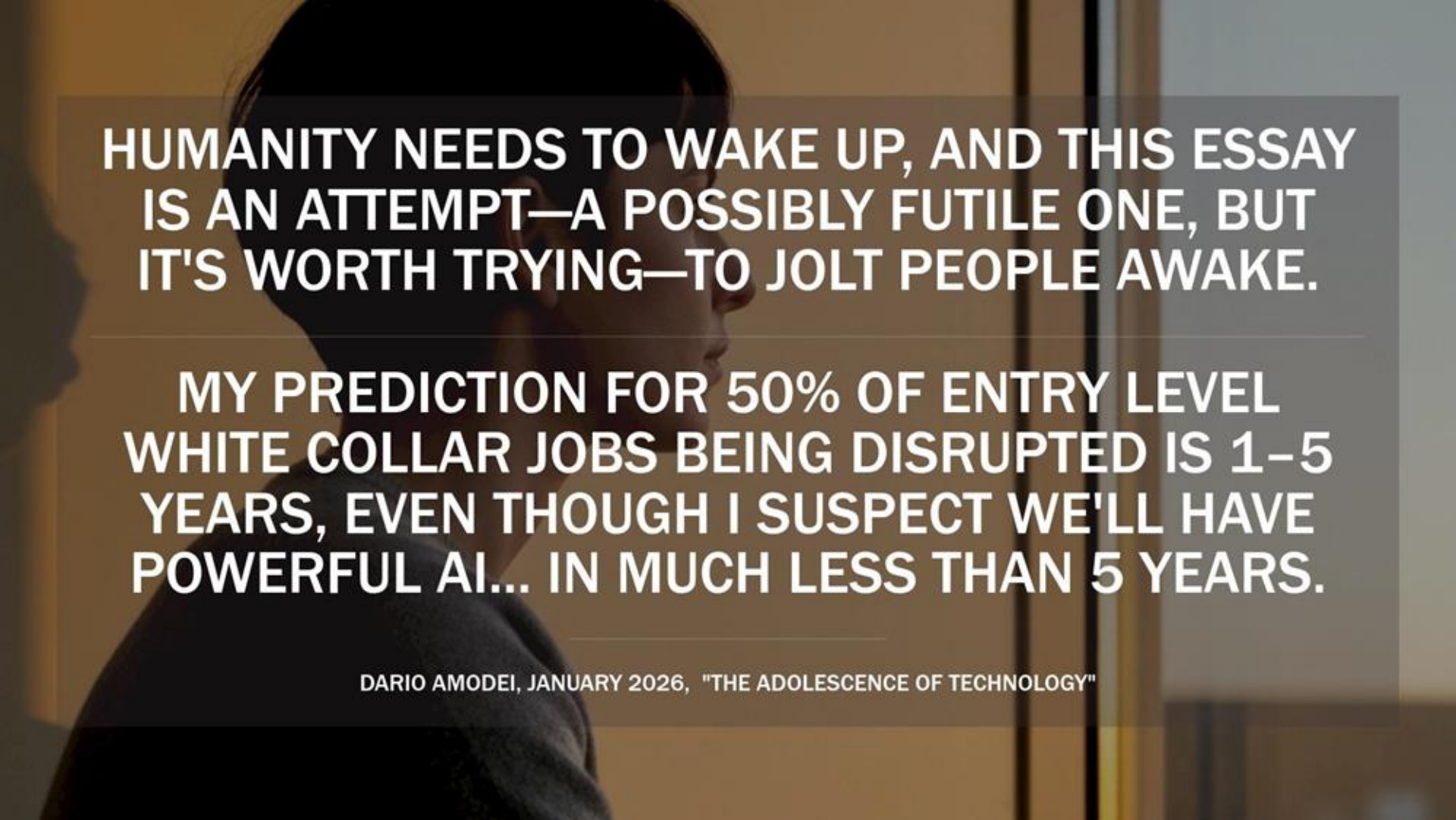


I THINK IT'S NOW. I THINK WE'VE ACHIEVED AGI.

JENSEN HUANG, MARCH 2026, LEX FRIDMAN PODCAST

*Now, the odds of 100,000 of those agents building
NVIDIA is zero percent.*

Do I need to worry about my job?

A person is shown in profile, looking out of a window. The background is a warm, golden-brown color, suggesting a sunset or sunrise. The person's face is partially obscured by the text.

**HUMANITY NEEDS TO WAKE UP, AND THIS ESSAY
IS AN ATTEMPT—A POSSIBLY FUTILE ONE, BUT
IT'S WORTH TRYING—TO JOLT PEOPLE AWAKE.**

**MY PREDICTION FOR 50% OF ENTRY LEVEL
WHITE COLLAR JOBS BEING DISRUPTED IS 1–5
YEARS, EVEN THOUGH I SUSPECT WE'LL HAVE
POWERFUL AI... IN MUCH LESS THAN 5 YEARS.**

DARIO AMODEI, JANUARY 2026, "THE ADOLESCENCE OF TECHNOLOGY"



**HUMANITY IS ABOUT TO BE
HANDED ALMOST UNIMAGINABLE POWER,
AND IT IS DEEPLY UNCLEAR WHETHER OUR
SOCIAL, POLITICAL, AND TECHNOLOGICAL
SYSTEMS POSSESS THE MATURITY TO
WIELD IT.**

DARIO AMODEI, JANUARY 2026, "THE ADOLESCENCE OF TECHNOLOGY"



**SO, WHITE-COLLAR WORK,
WHERE YOU'RE SITTING
DOWN AT A COMPUTER -
EITHER BEING, YOU KNOW, A
LAWYER, OR AN
ACCOUNTANT, OR A PROJECT
MANAGER, OR A MARKETING
PERSON - MOST OF THOSE
TASKS WILL BE FULLY
AUTOMATED BY AN AI WITHIN
THE NEXT 12 TO 18 MONTHS.**

MUSTAFA SULEYMAN, FEBRUARY 2026, FINANCIAL TIMES

THE U.S. IS FACING A LABOR SHORTAGE THAT AI MAY HELP FILL.

Baby Boomer Retirement

Largest generation in U.S. history now leaving the workforce en masse

Historically Low Birth Rates

Fewer entering the workforce than at any point in recent decades

“Bots vs. Tots” — Hal Varian, 2025

The question is whether AI can help fill a labor market that structurally doesn't have enough workers.

A woman with dark hair tied back, wearing a white lab coat, is seated at a desk. She is looking down at a laptop, with her hands positioned on the keyboard. The background is a soft-focus office environment. A semi-transparent grey box is overlaid on the image, containing white text.

THE REALITY IS MOST PEOPLE DON'T ENJOY THEIR JOBS... THERE'S SUDDENLY A NEW POSSIBILITY, A NEW OPPORTUNITY, TO USE THESE TOOLS, LEARN THEM, AND START YOUR OWN MINI BUSINESS.

EVEN IF THERE IS TEMPORARY JOB DISPLACEMENT TO DEAL WITH, THAT SORT OF GLORIOUS FUTURE IS WHAT WE SHOULD LOOK FORWARD TO.

ARAVIND SRINIVAS, MARCH 2026, ALL-IN PODCAST



**AS THE SYSTEMS BECOME
MORE AUTONOMOUS, MORE
INDEPENDENT, THEY'LL BE
MORE USEFUL, MORE AGENT-
LIKE, BUT THEY'LL ALSO HAVE
MORE POTENTIAL FOR RISK
AND DOING THINGS THAT
MAYBE WE DIDN'T INTEND
WHEN WE DESIGNED THEM.**

SIR DEMIS HASSABIS, FEBRUARY 2026, BLOOMBERG

THE LANDMAN TRANSLATION: NAVIGATING THE AI SHIFT

Adapting to Automation and Essential Skills

WHAT THEY SAID	WHAT IT MEANS FOR YOU	WHAT TO DO NOW
Dario Amodei: "50% of entry-level white-collar jobs disrupted in 1–5 years"	The pipeline for entry landmen could shrink. Experienced landmen who can't leverage AI will find their roles diminishing.	Learn and integrate at least one AI tool for title work, lease review, or document analysis within this year.
Mustafa Suleyman: White-collar tasks "fully automated" in 12–18 months	The core work of landmen isn't disappearing, but the landscape of who performs it and how it is done will fundamentally change.	Identify the 20% of your daily tasks that are most repetitive – these are the prime candidates for AI automation.
Jensen Huang: "It is essential to learn how to direct it, manage it, guardrail it, evaluate it."	Effectively directing, managing, and evaluating AI is emerging as a crucial professional skill, and one that takes practice.	Treat AI prompting and supervision as valuable, billable-level competencies worthy of dedicated development.

Source: Synthesized from NVIDIA Blog, Fortune/Suleyman Financial Times interview, Davos 2026

VALUING YOUR WORK

If AI makes you faster, how should that change how you charge?



Considerations

- Time-based billing may not reflect the expertise you bring
- AI reduces hours — but your judgment retains value
- Clients may expect lower rates if they know AI was used



Approaches

- Project-based or flat-rate pricing
- Value-based pricing tied to the deliverable, not hours
- Transparency with clients about your process

How does energy fit?

THE AI STACK: ENERGY AS THE FOUNDATION

Jensen Huang's Five Essential Layers of AI Infrastructure



1 Energy

The fundamental power source for all AI operations.

2 Chips & Computing

The hardware that processes AI computations.

3 Cloud Data Centers

The physical infrastructure housing the computing power.

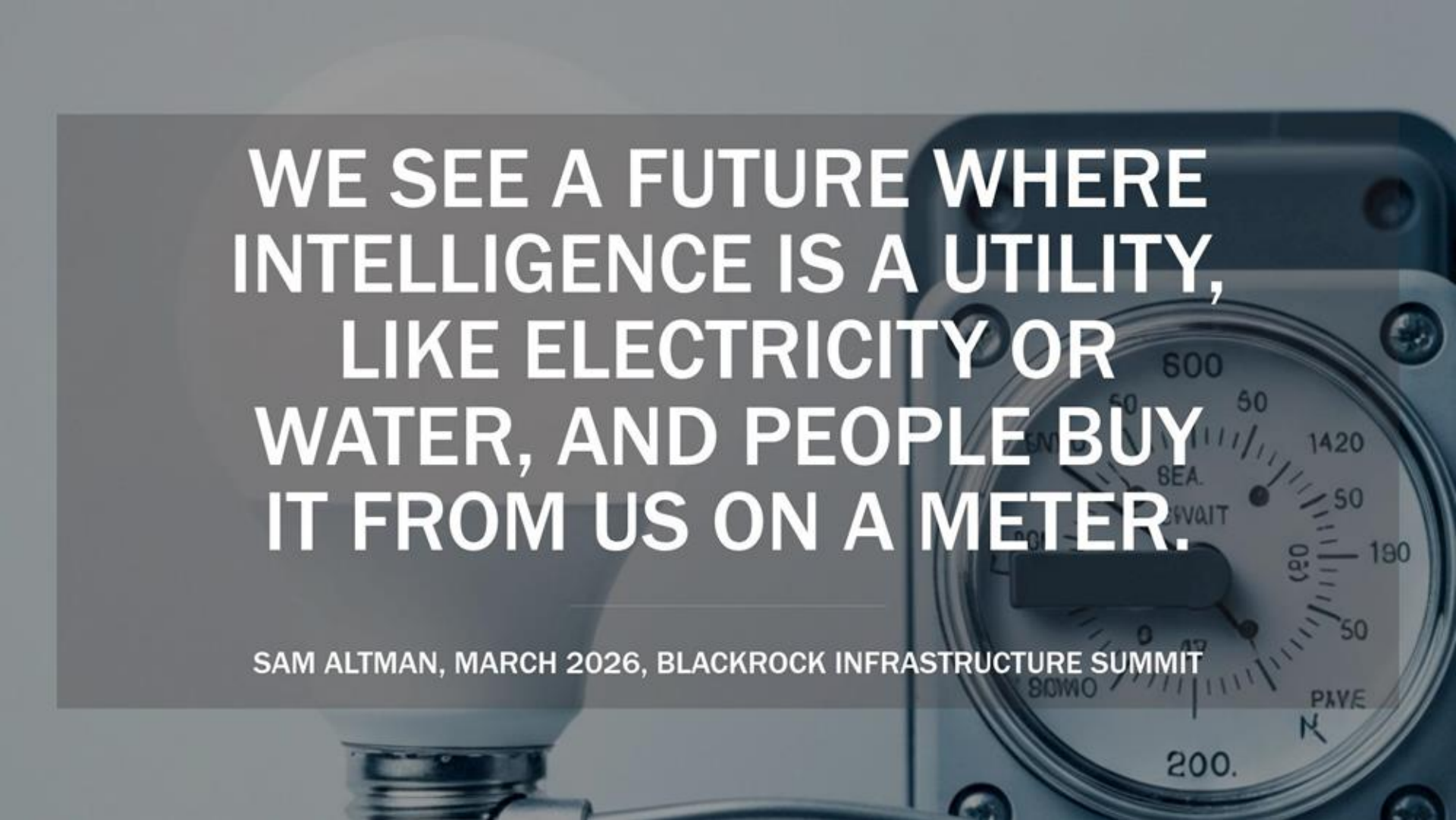
4 AI Models

The algorithms and trained neural networks.

5 Applications

The end-user software and services powered by AI.

If AI runs on energy, and energy runs on mineral rights, surface access, and pipelines, then landmen are already working in layer one.

The background of the slide features a light bulb on the left and a pressure gauge on the right. The light bulb is partially obscured by the text box. The pressure gauge has multiple scales: an outer scale from 0 to 200, an inner scale from 0 to 60, and a scale from 0 to 190. It also has labels for 'SEA. LEVEL' and 'PSI'.

**WE SEE A FUTURE WHERE
INTELLIGENCE IS A UTILITY,
LIKE ELECTRICITY OR
WATER, AND PEOPLE BUY
IT FROM US ON A METER.**

SAM ALTMAN, MARCH 2026, BLACKROCK INFRASTRUCTURE SUMMIT

THE REAL COMPETITION ISN'T BETWEEN THESE COMPANIES

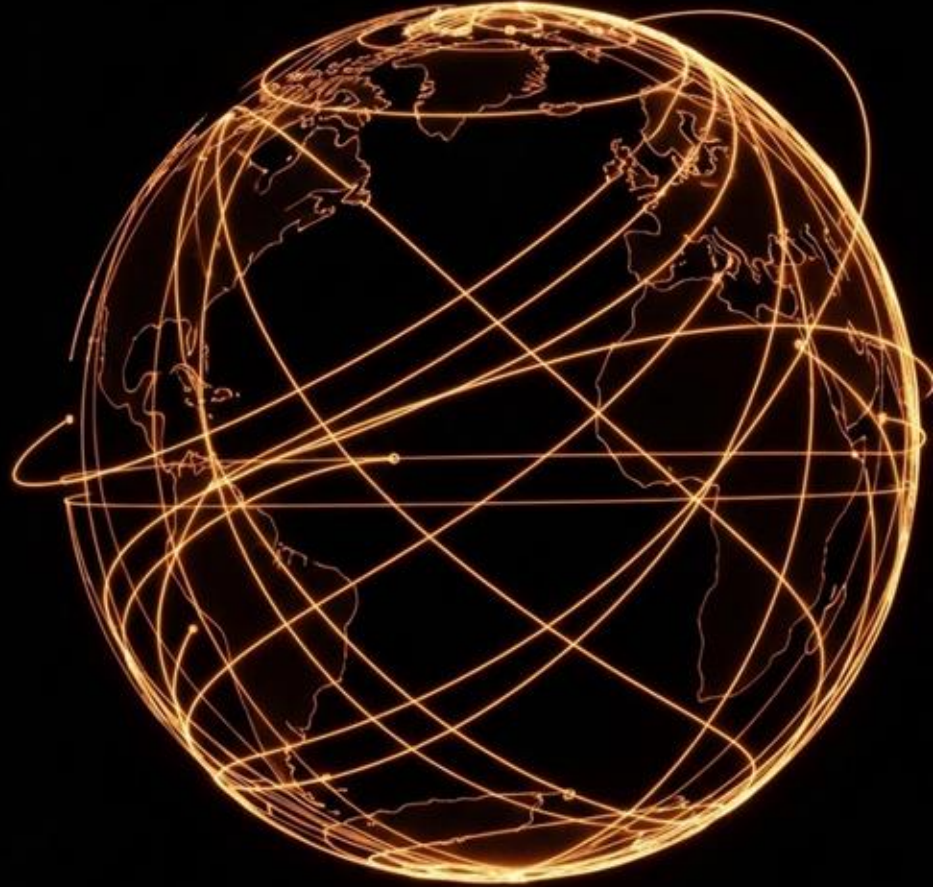
It's between two nations, and
energy may determine the
outcome.

THE U.S. ADVANTAGE	THE PROBLEM	CHINA'S ADVANTAGE
~74% of global AI compute capacity World's most advanced AI chips (NVIDIA, AMD) OpenAI, Anthropic, Google DeepMind leading on models	U.S. data center electricity demand doubles by 2030 U.S. grid reserve margin: ~15% AI companies searching worldwide for turbine parts to build their own power plants	Builds energy capacity 6–10x faster than the U.S. China's grid reserve margin: 80–100% Data centers are a grid benefit in China, not a burden

"The biggest risk that the U.S. might not win the race for leadership in AI is sufficient access to power at low cost." — Jason Bordoff, Director, Columbia Center on Global Energy Policy, 2026

WE WILL QUICKLY LOSE EVEN THE SOCIAL PERMISSION TO TAKE SOMETHING LIKE ENERGY, WHICH IS A SCARCE RESOURCE, AND USE IT TO GENERATE THESE TOKENS, IF THESE TOKENS ARE NOT IMPROVING HEALTH OUTCOMES, EDUCATION OUTCOMES, PUBLIC SECTOR EFFICIENCY, AND PRIVATE SECTOR COMPETITIVENESS ACROSS ALL SECTORS.

SATYA NADELLA, JANUARY 2026, DAVOS



What are rules and ethics to consider?



Conceived by Anthropic, an innovative approach to aligning AI with human principles.

CONSTITUTIONAL AI

- **Core Concept:** AI is steered by a "central document of values and principles" during post-training.
- **Mechanism:** Simulates ethical judgment and promotes alignment with high-level human values.

EU AI ACT AFTER THE DIGITAL OMNIBUS

The August 2026 deadline moved for high-risk systems.



- **World's First Comprehensive Legal Framework for AI**

This legislation sets a global precedent as the most extensive legal framework for artificial intelligence.

- **In Force July 27, 2026**

The Digital Omnibus on AI amended the AI Act. Parliament adopted it on June 16, 2026. The Council adopted it on June 29, 2026.

- **Strict Conformity Assessments**

High-risk AI systems will undergo rigorous conformity assessments to ensure compliance.

- **Ban on Manipulative AI**

Certain AI applications that are deemed manipulative will be prohibited.

The EU AI Act establishes a comprehensive, risk-based approach to AI regulation, setting a global standard for governance.

NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY AI RISK MANAGEMENT FRAMEWORK

A Voluntary Roadmap for Managing AI Risks (United States)



Govern

Establishing policies and processes for AI risk management.



Map

Identifying and categorizing AI systems and their potential risks.



Measure

Assessing and quantifying AI risks.



Manage

Implementing strategies to mitigate identified AI risks.

U.S. FEDERAL AI POLICY AND THE PREEMPTION PUSH

An examination of the U.S. approach to AI regulation



- **Executive Order 14365 (December 2025)**
Aims to prevent a "patchwork of 50 different regulatory regimes" by withholding federal funding from states with "onerous" AI laws.
- **No Preemption Has Occurred**
Congress has passed no preempting statute. Executive orders do not displace state law on their own. Every state obligation remains live.
- **Federal Intervention in Colorado (April 2026)**
The federal government intervened in xAI's challenge to the Colorado AI Act. This was the first federal intervention in a state AI governance case.

THREE RIVAL CEOS HAVE ASKED FOR THE SAME THING

Dario Amodei, Anthropic

An FAA model. A federal agency with the authority to block a model's release from day one.

Demis Hassabis, Google

A FINRA model. An industry-funded, federally overseen standards body. Starts with voluntary pre-release review and could harden into mandatory market access rules.

Sam Altman, OpenAI

An IAEA model. A U.S.-led international forum certifying countries, companies, and safety standards, using market access as leverage.

The three companies racing hardest to build superhuman AI now all want the frontier regulated. Each already has the lawyers, security teams, and government relationships to pass certification that the startups and open-source developers do not.

Professional Practice Guidelines

USING AI RESPONSIBLY AS A LANDMAN

- **Competence and Accuracy:** You are ultimately responsible for the accuracy and quality of any work produced with AI assistance.
- **Client Data Confidentiality:** Uploading confidential client files to public AI tools can breach your duty of confidentiality.
- **Disclosure and Transparency:** If AI significantly contributed to drafting critical documents, consider whether and how to disclose this to the client.
- **Agent Permissions:** An AI agent with file system, email, and terminal access has a different confidentiality exposure than a chat window. Grant only the access the task requires, and confirm that you can stop the agent.





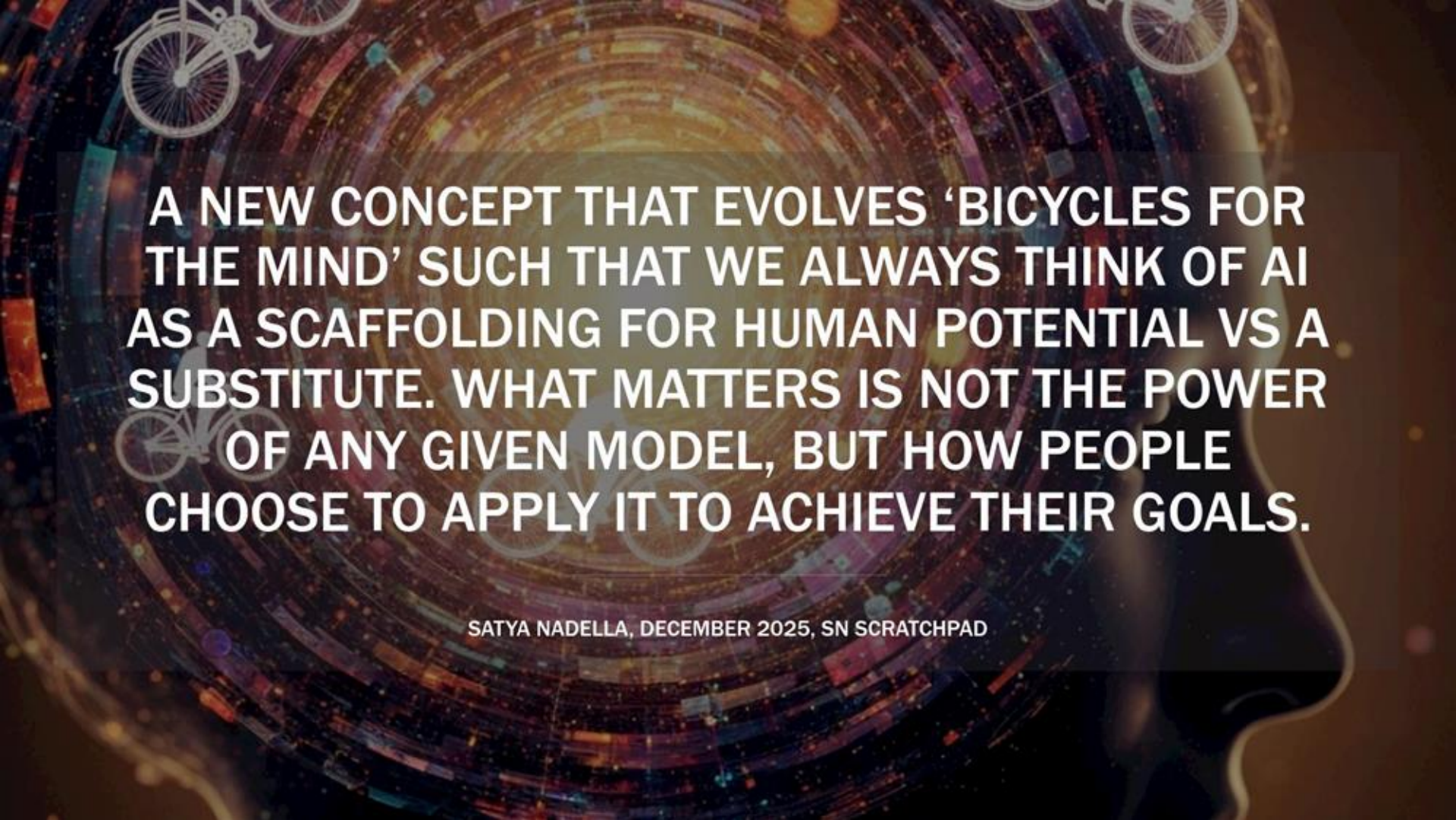
WHAT AAPL IS DOING

- Educational resources for members at every experience level
- Practical guidance — not just awareness
- Supporting individual landmen with tools they can use today
- Building a foundation as technology and norms continue to evolve
- Collaborating with Ethics committee whether formal guidelines should be established

CONCLUSION: NAVIGATING THE FUTURE OF AI



- **Rapid Advancements**
AI technologies are evolving quickly, changing industries and daily life.
- **Integration & Impact**
Expect AI to be more deeply integrated in the land profession, boosting efficiency and creating opportunities.
- **Ethical Considerations**
Addressing ethical frameworks, bias, and responsible development is essential.
- **Human-AI Collaboration**
The future involves humans and AI working together to enhance capabilities and solve complex problems.
- **Continuous Learning**
Staying adaptable and informed about AI is key to navigating its evolving landscape.



A NEW CONCEPT THAT EVOLVES 'BICYCLES FOR THE MIND' SUCH THAT WE ALWAYS THINK OF AI AS A SCAFFOLDING FOR HUMAN POTENTIAL VS A SUBSTITUTE. WHAT MATTERS IS NOT THE POWER OF ANY GIVEN MODEL, BUT HOW PEOPLE CHOOSE TO APPLY IT TO ACHIEVE THEIR GOALS.

SATYA NADELLA, DECEMBER 2025, SN SCRATCHPAD

STAY IN TOUCH

and ask me anything

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