

Who	Email-date	Member?	Comment	Current Text	Suggested Text	Status (Accepted / Rejected / Modified / Duplicate)
Lisa Jones	28-Jul	Yes	Suggested additional wording. Cancellation Policy Since ticket sales are final, the Foundation does not offer refunds or transfers Registration fees are non-refundable and non-transferable.			Accept.
Guillermo Talento	29-Jul	Yes	Failure by presenters to execute this agreement within seven days of the event results in their session being cancellation. should be Failure by presenters to execute this agreement within seven days of the event results in their session being canceled.			Accepted
Guillermo Talento	29-Jul	Yes	Speakers do not any receive compensation for their participation Should be Speakers do not receive any compensation for their participation			Accepted
Rick Mitchell	6-Aug	Yes	> however it is a requirement that Event Team members also be OWASP Members This seems overly prescriptive, non-members can attend chapter meetings, non-members are likely to form new chapters. If they want to start with an event or hold an event why should they need to be members? I mean i suppose they could simply not call it an event and just make it an all day chapter meeting or something but this requirement is questionably useful.			Reject/Modified
Rick Mitchell	6-Aug	Yes	> Failure by presenters to execute this agreement within seven days of the event results in their session being cancellation. The word "being" should be dropped. Also this implies that the Foundation is making the tracking and policing of this for regional or local events a service offering. If that's not the case then what are the organization's plans for making this happen? I understand the idea/protection here, but there needs to be some kind of actual plan/action.			Accepted
Rick Mitchell	6-Aug	Yes	> While the complete terms are included in the agreement it should be highlighted that: > Speakers do not any receive compensation for their participation > Travel expenses are not reimbursable for Speakers or Trainers This may limit the organization's ability to attract high quality presenters. Granted I haven't yet been involved in the planning of an event, however I do know a number of prominent AppSec speakers that have little to no interest presenting fully on their own dime. Food for thought.			Accepted
Rick Mitchell	6-Aug	Yes	> Additionally the Team is responsible for ensuring event website content is current and when requested, must provide administrative access to OWASP staff. Why doesn't the organization just create a service offering for this. I can foresee that plenty of organizers will simply say "you need access go ahead and set it up for us" otherwise if OWASP staff aren't going to help or do something useful why involve them at all?			Accepted

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Rick Mitchell	6-Aug	Yes	<p>> Cities and venues for OWASP Events shall be selected through an Request for Proposal (RFP) process.</p> <p>This is a ridiculous requirement for a local or regional event. Are there staff available to accomplish this? How many local events do chapters host globally per year? Do OWASP staff have time to put out an RFP for every event? What if the venue is offered free of charge? (This text doesn't allow for that.)</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> All vendors shall be selected through the Request for Proposal (RFP) process. Vendors will be selected based on the value they are able to provide to the conference.</p> <p>Since this says specifically "conferences" does that mean it isn't applicable to " regional/local Events"?</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> Regional and Local Events must submit their budget as part of the Event Application Process.</p> <p>To host a one day local event we expect volunteers to submit a budget? This all seems heavy handed and inconsiderate of volunteers who already have enough to do. This document seems to be lacking some "community spirit" and understanding.</p>			Rejected.
Rick Mitchell	6-Aug	Yes	<p>> When any expense other than airfare is expected to exceed \$5,000, an invoice must be requested from the vendor so the Foundation can remit payment directly.</p> <p>If we aren't willing to do anything other than free speakers (as was suggested earlier in the doc) then what's this even about? How would an event team incur airfare charges unless the org is willing to fly volunteers around but not speakers? This is kinda confusing.</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> Invoices from vendors should have Net 60 terms and the OWASP Foundation will make a best effort to pay within the current Service Level Agreement. Invoices received within 30 days of when payment is required cannot be guaranteed to be paid on time.</p> <p>Regional and local event organizers (volunteers) can request this, however, large suppliers have no reason to comply.</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> Upon request, complimentary tickets shall be provided to Board Members and OWASP Staff to all OWASP Events.</p> <p>Wait so per recent events and direction, regional events are prohibited from giving memberships to volunteers on the event team(s) but are required to sacrifice revenue to board and staff for any and all events? That seems a little one sided.</p>			Reject
Rick Mitchell	6-Aug	Yes	<p>> An event Profit and Loss statement will be provided to all parties no later than 120 days following the event.</p> <p>Prepared by staff? It's unclear who this requirement is being placed on.</p>			Accepted

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Rick Mitchell	6-Aug	Yes	<p>> Uncollected sponsorship revenue will not be included in this revenue reconciliation.</p> <p>I'm pretty sure I read in one of these documents (maybe donations) that the word "sponsorship" is reserved for global events.</p>			Accepted - clarify
Rick Mitchell	6-Aug	Yes	<p>> Event Sponsorship delivered through a Regional Event , shall also increase the</p> <p>The comma seems misplaced (preceded by a space).</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> organizers are required to follow the OWASP Foundation Privacy Policy and ensure GDPR compliance.</p> <p>OWASP is a global organization, local event volunteers are unlikely to know what they need to do to ensure GDPR compliance. Is a staff member available to sort this out for single day local events? Does the org have a preferred contractor? An org on retainer? What about non-European privacy, accounting, whatever compliance requirements? [Why is only GDPR listed here?] Won't this policy be invalidated as soon as one more country/region implements something like GDPR and it isn't mentioned here?</p>			You must comply with local privacy laws and regulations. Like GDPR
Rick Mitchell	6-Aug	Yes	<p>> Generally it is recommended that volunteers commit to working at least a minimum of two four-hour shifts in exchange for a Conference pass to their volunteering event. No other compensation will be offered to Event Volunteers.</p> <p>This doesn't make much sense in the context of a one day event.</p>			Accepted
Rick Mitchell	6-Aug	Yes	<p>> Other</p> <p>Now that I've read the entire document I can say that it needs to be somewhat re-organized. It starts off speaking about applying to global, regional, local events (which is what app my previous comments were based upon). But then right in the very end goes on to clarify which bits and pieces apply to regional and local events..... Obviously such clarification should appear earlier in the document (perhaps in a table or something else that's more easily consumable).</p>			Accepted
Sherif Mansour	16-Aug	Yes	Discount Codes: Do we need to add anything with regards to getting discounted membership in light of the most recent vote?			Rejected
Sherif Mansour	16-Aug	Yes	Regional or Global Events: Can you clarify if this is for *all* conferences regional and global or only global? And clarification if chapter meetings count as "events".			Accepted.

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Jonathan Marcil	19-Aug	Yes	<p>I'd like to highlight the following parts in the policy with change suggestions and comments:</p> <p>Under General Policies, Content:</p> <p>OWASP will not incur additional expenses such as web casting, third party hosting sites, or video recording in order to make the content available to those that were not in attendance.</p> <p>The words "web casting" are a bit outdated, we should say "live streaming" in 2020.</p> <p>Overall, that phrase leads me to understand that we don't want to spend money to make the content available for people not in attendance of the event. While I think the intention is fair, I think that the statement is at risk of pushing organizers into missing most of the potential return of investment (ROI):</p> <p>Marketing for next events; being able to sample the previous years is a big driver for selling the price on top of the promotion it does by itself to hype up the event brand.</p> <p>Spread awareness about OWASP, its projects, chapters and more importantly, the appsec knowledge; content online available to all equals more visibility.</p> <p>OWASP should view the ROI for video content as money expended at all steps per number of hours watched (\$/hW). Giving access to more than the attendees to the videos doesn't remove them from the enjoyment of consuming the content. In order to maximise ROI, OWASP shouldn't do any actions that might limit the amount of hours watched, and this includes delaying publishing content to the whole Internet.</p> <p>My suggestion for the sentence would then be something like:</p> <p>OWASP prefers to keep expenses for video recordings to an amount that is less than 50% of the total physical A/V budget. No significant expenses on live streaming or third party hosting sites should occur unless the event is a virtual one. Remember to maximise the amount spent per total hour of views and promote the content; this will help with the visibility of future events and OWASP mission in general.</p> <p>The 50% should be checked and changed to something backed by past budgets and new directions. There's also a possibility that a conference cancels the recordings altogether, but I wouldn't feel comfortable putting this into a policy. If any strong decision is to be directed here, please base it on data and people with experience in the matter rather than opinionated fear. I've seen too much of it in the past.</p>			Accept
Jill Williamsn	31-Jul	No	<p>I have just finished reading the Events Policy draft and it is clear, concise and easy to understand. If I were planning a Regional, or Local OWASP Event I would feel confident in the guidance provided by this policy.</p> <p>Thank you for allowing members to give their feedback. It is a nice benefit.</p>			

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Kyle Smith	18-Aug	No	<p>Questions:</p> <p>Classes of Events: How are OWASP Chapter or even OWASP Foundation tables at local or other events run by other organizations handled? - Are they considered Events?</p>			Chapter meetings are not Events
Kyle Smith	18-Aug	No	<p>Content:</p> <p>Does this exclude the event from doing webcasting or video recording? It explicitly says OWASP will not incur additional expenses for this activity.</p>			Rejected
Kyle Smith	18-Aug	No	<p>Keynote, Speaker & Training Agreements</p> <p>Does this exclude the Event from paying travel expenses if it budgets for it for Speakers & Trainers?</p>			Accepted
Kyle Smith	18-Aug	No	<p>Marketing:</p> <p>This puts all the onus on the Event, the Foundation doesn't have to do anything. Please make it more balanced by explaining why the Event should be an OWASP event and the support the Foundation will guarantee to provide.</p> <p>Does this exclude the Event Team from determining the ticketing/registration site?</p>			Rejected
Kyle Smith	18-Aug	No	<p>Site Selection/Venue & Vendor:</p> <p>Does the RFP process include local and regional events? If a local/regional event has been using the same location for years, how often do they need to consider new locations and do an RFP?</p>			Duplicate
Kyle Smith	18-Aug	No	<p>Budgets:</p> <p>Is there a form to complete for submission clarity to the Foundation to host an event? Why is Accommodation and Travel included when those are explicitly denied in later sections?</p>			Duplicate
Kyle Smith	18-Aug	No	<p>Finance, Invoicing, and Expenses</p> <p>Why is airfare mentioned when Travel expenses are explicitly denied in prior bullets? - If this is to pay for travel of Foundation executives, why is that being required by the Event and not in the budget of the executive team itself?</p>			Duplicate

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Kyle Smith	18-Aug	No	<p>Sponsorships:</p> <p>What are the other options if the Executive Director decides not to provide services to the Event Teams?</p> <ul style="list-style-type: none"> - When would a decision be made to provide all services, some services, or no services? <p>Are Foundation 'bundled' sponsorships requirements for Regional events?</p> <ul style="list-style-type: none"> - Would bundled sponsorships pushed to the Regional event reflect the Regional events standard pricing or a special pricing? (which would effect the budgetary projections from the budget) - Can the Regional event refuse 'bundled' sponsorships? -- .. especially if the Foundation team is providing no services and reduced revenue? <p>Who is responsible for collecting the sponsorship revenue?</p>			Implied by approved budget
Kyle Smith	18-Aug	No	<p>Ticketing:</p> <p>As above, is the ticketing/registration site required to be used by Regional & Local events provided by the Foundation?</p> <ul style="list-style-type: none"> - What is the SLA on activities can the Regional & Local events expect on support with ticketing/registration issues (typically one of the largest and loudest problems for events)? <p>Why are complimentary tickets excluded from volunteers and then required to be provided to Board Members and Staff? Blatant double-standard for people who aren't necessarily building or supporting the event.</p>			Rejected
Kyle Smith	18-Aug	No	<p>Profit Sharing:</p> <p>Why 40% flat? From prior sections, OWASP Foundation staff can decide to do nothing and now receive a 40% of the revenue. Please work out the services that OWASP Foundation Staff is required to provide and the value-add.</p> <p>Move the Corporate Sponsorship breakdown under Sponsorships.</p> <p>The 'credit' breakdown does not reflect the Events standard pricing or potential changes and should be awarded per the Events prices, not an arbitrary Foundation price that does not reflect the Events budgetary determinations.</p> <p>What happens to the revenue generated by a Regional Event?</p> <ul style="list-style-type: none"> - Is it earmarked for the Chapter hosting the Event? - There are no per-Chapter budgets anymore, so how is this accounted/awarded to the Chapter hosting the event? 			Rejected
Kyle Smith	18-Aug	No	<p>Event Volunteers:</p> <p>Compensation of the event volunteers should be at the discretion and budgetary plans of the Event at time of Application.</p>			Rejected

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Kyle Smith	18-Aug	No	<p>Application Process:</p> <p>It says 'Event Teams' must apply, but prior it is unclear if the Leader must apply or the Event Team.</p> <p>Please remove the 'Historical experiences cooperating with Foundation Staff' as it is subjective and not deterministic.</p> <p>What is the lead time for an application review and approval/denial?</p> <p>- Are all applications brought before the board or is the Staff the sole determining group?</p> <p>Where are the prior applications and evaluations?</p> <p>How often does an application need to be re-submitted for repeating events?</p> <p>Since Regional events must consider Global events timing, are Global events going to consider Regional Events when planning a schedule?</p>			Accept. Lead should be defined, for each instance of event needs application, staff approves
Kyle Smith	18-Aug	No	<p>Responsibilities:</p> <p>Where is the contract that the local Event Team has with the OWASP Staff for activities?</p> <p>Why do all sponsorship solicitations come through OWASP Staff?</p> <p>- How can Regional Events budget when they don't know the revenue stream from sponsorships?</p>			Rejected
Kyle Smith	18-Aug	No	<p>Local Events:</p> <p>It says all above policies apply for a local event, do local events have to do an application process and all supporting documents to?</p> <p>- What are the budgetary requirements for a local event?</p>			Consider (Regional and Local separation is setup)

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Torsten Gigler	19-Aug	No	<p>d like to give feedback about the reimbursement policy for 'Keynote, Speaker and Training Agreements' and the speakers agreement (https://owasp.org/www-policy/legal/speaker-agreement):</p> <p>Travel expenses for Speakers, Conference Keynotes and Trainers OWASP will reimburse fair and reasonable travel and lodging expenses for Presenters at an Event/Conference that meet the speakers agreement. Travel expenses are limited to economy ground transportation or economy airfare, or premium economy if the flight is greater than seven hours, parking and reasonable lodging. The surplus for any first, business, or luxury class rates will be not reimbursed. Generally, the policy of the foundation is that all expenses should be "fair and reasonable" as measured by leadership, the community, and the standards for non-profit charitable foundations.</p> <p>The Event Team compiles general rules according to the local costs for travel expenses and the budget. The budget for this expenses should be reasonable to the type of the conference. Global AppSec conferences attract more presenters from bigger areas than regional and local Conferences/Events. However, also regional or local Events/Conferences might include some higher costs in the budget for some presenters with longer travels. All travel costs have to be listed, sent to the Event Team and accepted by the Event Team before I book as a presenter. Travel bookings, whenever possible, should be made no later than 21 days prior to departure to reduce costs.</p> <p>In cases where lodging is pre-arranged and direct billed by the OWASP Foundation as part of a room block, reimbursement requests for alternative lodging will be denied. Travel benefits are not transferable.</p> <p>The Reimbursement Process is described in the Expense Policy. Please note, that you need to send an electronic copy of all original bills to reimbursement. Keep the original copies until you are refunded, please. They may be collected by OWASP on request. Reimursed bills must not be used for any other tax reductions.</p> <p>In addition, please verify this rules, depending on your role:</p> <p>FOR SPEAKERS: I will not receive any compensation for presenting at this Conference/Event. The lodging expenses could be reimbursed for up to two days, if reasonable. I need to send a copy of my presentation to the Event Team before receiving any reimbursement. I will not receive any reimbursement for any other expenses. FOR CONFERENCE KEYNOTES: I will not receive any compensation for presenting at this Conference/Event. The lodging expenses could be reimbursed for up to two days, if reasonable. This is extensible up to three days, if reasonable, e.g. more talks or official meetups on different days. I will not receive any reimbursement for any other expenses. FOR TRAINERS: For Global AppSec events I am eligible for up to \$5,000 and one nights lodging in OWASP arranged lodging per full day of scheduled sessions for which I present. For other events, I am eligible according to terms in the Call for Trainers. I must provide appropriate taxing authority documentation as needed for final payment such as a W-9 in the United States. I will not be reimbursed for any travel expenses such as airfare, or any other expenses incurred while attending the Company's Conference for which I am a Presenter, if I received a compensation as trainer. MORE ROLES: The reimbursement is based on the role with the higher reimbursement. The reimbursement costs for lodging could be extended by up to one day if reasonable, e.g. presentations on different days. In case of intercontinental traveling lodging expenses may be extended by one day in case of time shifts exceeding 4 hours. In any case reimbursable lodging costs must not exceed the duration of the Conference/Event more than one day or two days in case of time shifts exceeding 4 hours.</p> <p>-----</p> <p>Justification:</p> <p>With respect, I'd strongly recommend NOT to prohibit the possibility to reimburse fair and reasonable travel and lodging expenses. Our mission is to make software security visible, so that individuals and organizations are able to make informed decisions. We organize Conferences/Events to improve the security of software and share and spread this knowledge worldwide. We should be glad to have Project Leaders, Project Contributors, OWASP Members and Community Members to be a company-independent or company-overriding presenter at our Conferences/Events. I do believe that the variety and quality of proposed presentations raise if we are able to provide a fair compensation for traveling costs.</p>			Accepted. Must be part of the approved budget