

# Apache Software Foundation (ASF) and Peregrine Computer Consultants Corporation (PCCC) Conflict of Interest Policy

STATUS: Working Draft as of 10/30/17

- Being paid as a consultant or employee by PCCC does not prohibit you from volunteering at the ASF, being a Project Management Committee (PMC) member or being an ASF Member.
- You may publicly disclose (and likely should) disclose that you work for PCCC as a standard conflict of interest disclosure especially when relevant. Discussing PCCC's clients without approval publicly is more difficult but typically supported in PMC private forums as needed to avoid a conflict of interest.
- Your employment does not depend on how you vote on ASF related votes. You are expected to vote on these independently. This includes any work such as nominating (or not) fellow employees, voting for (or against) a release, etc. PCCC understands that these tasks are done from your own free will outside of employment requirements.
- Your right to free speech is not consequence free. Not following the ASF Code of Conduct and PCCC Policies are grounds for disciplinary action or even termination. Make sure what you are doing and saying reflect well on you and the firm.
- DNFTEC - <http://www.cryonet.org/cgi-bin/dsp.cgi?msg=6284>
- PCCC does not support nominations for PMC, Board, Officer or ASF Membership in any official capacity. You are expected to handle these independently and as individuals, not employees or contractors.
- PCCC hopes that by paying employees to contribute to Open Source Software, that it can inspire an appreciation for these projects and to support Open Source Software no matter where your life and employment leads you.
- At the ASF, merit is based on involvement and being paid or volunteer does not make a contribution better. Either person through involvement has a ownership which gives them a say and a responsibility to shepherd the technology and the foundation itself.

- PCCC can (and will) instruct you in your paid work on Open Source Software regarding tickets to work on (or not), bugs to open (or not), whether you can monitor/post/etc. forums/irc/slack/etc. when you are "on the clock". Off the clock, you are an individual.
- Information covered by non-disclosure agreements on the clock still applies when you are off the clock.
- Please use signatures, email addresses and caveats carefully to disclose what hat you are wearing (or not wearing) when making statements.