

## QuestionCopyright.org (C-2945514) • CA Form 3500

**6f:** *Will any promoter, incorporator, founder, or member be employed by the organization? If "Yes," furnish complete details, including duties, responsibilities, qualifications, and compensation.*

**6g:** *Will any member of the board of directors be compensated for services other than services performed as a board member, e.g., officer, and/or employee? If "Yes," furnish the name(s) of the director(s), and the amount(s) of compensation for each. Also, list the name(s) of the other director(s), indicating their blood or marriage/RDP relationship, if any, to the compensated director(s).*

If our fundraising efforts are successful, we are likely to employ founder and director Karl Fogel as a part- or full-time editor and research associate. He currently does this work part-time on a volunteer basis, about 15-20 hours per week. We do not anticipate such employment commencing before 2009, however, given the amount of time typically required to raise significant funds from the public, and to apply for and receive funding from granting organizations.

### **Duties:**

The duties of this position include: running research projects such as the Ghost Works Survey, the QuestionCopyright Media Watch Project, etc (see <http://QuestionCopyright.org/projects>); writing and editing articles (see <http://QuestionCopyright.org/tracker>); giving presentations at conferences and elsewhere (<http://QuestionCopyright.org/search/node/conference>); and managing the organization, including especially the coordination of volunteers.

### **Qualifications:**

Fogel's qualifications for this position are: he has researched the history of copyright and its effects on creativity and collaboration, and his writings on that topic have attracted readership in the tens of thousands; he has direct experience with publishing and copyright, having written two books with different publishers; he has extensive experience coordinating volunteers; he is regularly invited to speak on copyright reform to a variety of audiences (which signals credibility to potential donors and to grant-making organizations); and he has demonstrated a strong desire to fulfill the duties of the position by performing them on a volunteer basis already. See his resumé (<http://producingoss.com/cv/>) for more details.

### **Compensation:**

If employed, Fogel would receive compensation comparable to other that received by individuals in similar positions at similar organizations. Creative Commons, the Electronic Frontier Foundation, and the Software Freedom Law Center are examples of organizations we consider ourselves comparable to for purposes of determining compensation, as their missions are aligned with ours and they hire from the same broad pool of copyright reform / open-source activists. QuestionCopyright.org intends to adopt a Conflict of Interest policy consistent with the sample in Appendix A of IRS Form 1023 (see <http://www.irs.gov/instructions/i1023/ar03.html>) by the end of 2008, and any compensation furnished would be consistent with the policy we adopt.

### **Relationship to other directors:**

Karl Fogel has no blood or marriage/RDP relationship to any other director.