



# PASS Director Speaking Policy

PASS recognizes that speaking may be an important part of individual Board member careers and/or community involvement. As such PASS Directors are empowered to apply for and take advantage of any unpaid speaking opportunities either within or outside of the PASS organization. PASS Directors are able to take advantage of certain paid speaking opportunities while they serve on the PASS Board. They may speak at both “PASS Branded” or “PASS Sponsored” events; however, as per the PASS bylaws, they may not take paid speaking opportunities at “PASS Owned” events. PASS Directors may also take advantage of paid speaker opportunities outside of the PASS umbrella (i.e. not PASS owned, branded or sponsored).

## Definitions

- PASS Owned – These are events exclusively owned by PASS. PASS holds all liability for the event and owns the budget for the event.
- PASS Branded – These events are not owned by PASS, but are owned by PASS community members who leverage a PASS brand through a license agreement (i.e. SQLSaturday). PASS holds no liability for these events.
- PASS Sponsored – These events are simply sponsored by PASS and do not involve the PASS brand in the event title (i.e. SQLBits or SQL Server Geeks). PASS holds no liability for these events.