

Quarterly Goals and Reporting

Legal Team Q3 - 2015

(Abridged version)

Q3 - *Legal Team*

Quarterly Objectives Summary

Objective	Impact on Goal	Dependency	ETA	Status
Top notch, quick legal advice and support on wide host of issues (e.g. 7/day turnaround of 85% contracts; fundraising legal review; litigation mgmt; trademark permissions; successful Board meeting; privacy protocols; product counseling)	Support of WMF mission by eliminating legal barriers and slow downs, by offering solutions to support users, and by stewarding values of WMF and community, including more knowledge.	Up front planning by relevant departments; early notice of new features and data collection; engagement on issues of high importance, like privacy protocols (and Engineering); Communications (litigation and other CA/legal potentially public actions); Grantmaking (governance)	Ongoing	Done (approx. 75% of capacity) <ul style="list-style-type: none">• 33 core workflows managed well (see Appendix A for metrics and details)• 90% of contracts reviewed/negotiated/approved w/i 7 days• legal@: 100% turn-around w/i 3 days• No significant adverse litigation judgments• Strong pushback against censorship (though transparency report 3 weeks late)• Strong focus on trademark registration and defense• Significant HR support• Solid Board support

Q3 - *Legal Team*

Quarterly Objectives Success

- 1) **33 Core Workflows.** We delivered on 33 core legal workflows - including contracts, trademarks, litigation & threats, privacy & transparency, governance, technology, fundraising, internal content review, public policy, grants & FDC, HR, and C-level support - despite resource challenges. We filled an open legal counsel position with an exceptional candidate.
- 2) **NSA lawsuit.** We filed a complex lawsuit against NSA to fight for our community's values and to support our mission, resulting in positive global support. Details may be found [here](#).
- 3) **Mobile trademark enforcement.** We put a strong focus on mobile trademark enforcement by sending notices for apps that infringe Wikimedia marks. We are taking a supportive approach in an effort to encourage proper use of our trademarks. The positive result: large proportion of developers started to address infringements. We intend to continue these enforcement efforts as part of our ongoing trademark protection strategy.

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Quarterly Objectives
Miss

Transparency report (Core). We released our transparency report late by three weeks, though [the report showed strong pushback on censorship requests](#). This delay was due to our failure to anticipate competing pressures on dependent internal partners with resource challenges.

Learning - We need to streamline and simplify long-term, recurring commitments - like the 6-month transparency report - to ensure on-time delivery.

Action - Sensitive to others' capacity limitations, we must better manage expectations, obtain clearer buy-ins, and minimize high dependency when possible.

Appendix A - Scorecard

Legal Scorecard	Q3	QoQ (Q3/Q2)	YoY
Legal@ Requests	149	23% ↓ (149/195)	TBD
Contract Requests	93	3% ↑ (93/90)	31% ↑ (93/71)
Trademark Permission Requests	43	13% ↑ (43/38)	14% ↓ (43/50)