

# Operations Update

June 2021

## Return to Work

With the exception of our Donations Specialist, GiveWell staff have been working from home since March 12, 2020. We allowed a soft opening for fully vaccinated staff on June 21, 2021, following amendments to Cal/OSHA's emergency regulations.

In polling, most Bay Area staff have expressed an interest in returning to the office in at least some fashion, now that vaccines exist and are widely available. The largest deterrent cited was the inconvenience of having to wear a mask at all times. Our current reopening plan complies with California state and Cal/OSHA's guidance for fully vaccinated employees. We will assess how this is going after the first several weeks.

Prior to COVID-19, GiveWell's staff was split approximately 60% HQ to 40% permanent remote location. Due to several pre-planned relocations of HQ staff last year (some of which we expect to be temporary) and most of last year's new hires being remote, that ratio is now closer to 50/50. It is unclear exactly how this ratio will evolve going forward. We expect several currently remote staff to move back to the Bay Area. It is also possible that a significant proportion of future hires could be remote.

Consequently, we don't expect our Bay Area numbers to change dramatically in the near future and certainly not beyond the growth we were previously planning and which the existing office can easily accommodate. For the time being, we expect to maintain our current office. We will move from a Phase 1 reopening (for fully vaccinated staff) to a Phase 2 full reopening in the fall. Our current lease runs for several more years. We expect to seriously review our plans in 2023, the year before the lease expires.

## Foreign Registrations

### Netherlands

Status: Complete

GiveWell was officially registered as a public benefit organization (PBO) in the Netherlands last Fall. Our status is listed [here](#), under our legal name, The Clear Fund. Our identification number, or RSIN, is 8262.78.516. Our new registration was shared publicly in January 2021.

## Follow up steps

Additional follow-on steps include:

- Applying for Dutch trademark registration (we are waiting on feedback from our lawyer on our planned approach).
- Publishing financial information per the requirements of the Dutch government. We will do this by the end of June.

## UK

### Status: Submitted

We submitted our registration documents to establish GiveWell UK (GWUK) on March 22, 2021. It can take anywhere from three to more than six months for the Charity Commission to rule on approvals.

### Key elements of governance

Along with the application document itself, which indicates the purpose and general approach the organization will take to its mission, we also drafted the following founding documents.

1. Constitution
2. Draft framework agreement (governing the relationship between GiveWell [GWUS] and GWUK)
3. Draft conflict of interest policy
4. Draft Grants policy

Those documents lay out some of the fundamental concepts that will govern the organization.

### The Application

The application establishes that GWUS will be the sole member of the charity and that one (or more) of the trustees will be current employees of GWUS. It also makes clear that GWUS will provide the operational support for GWUK.

To apply, we proposed the founding Trustees to be Dan Brown, Luke Ding, and Elie Hassenfeld (see more [here](#)).

### The Constitution

In addition to affirming how GiveWell UK will abide by UK legislation regarding CIO (Charitable Incorporated Organization) governance, the Constitution directs that:

- GWUK shall have a minimum of three Trustees.
- The Member (GWUS) may appoint and remove Trustees as well as a Chair of the Trustees.
- The Member (GWUS), not the Trustees, shall have the sole authority to:

- amend the constitution,
- merge with, acquire, or transfer operations to a separate organization,
- wind up the organization.
- Any Trustees connected to the Member (GWUS) can advise, but must recuse themselves from decisions with financial implications for GWUS. In practical terms, this means Elie cannot vote on any grants that would come from GWUK to GWUS for GWUS's own operations. He can vote on grants that would come from GWUK to GWUS for further regranting.

## The Framework Agreement

The Framework Agreement establishes how GWUS and GWUK will relate to each other and work together. Key proposals include:

- GWUS will provide resources and services (e.g., staff, operational funding, and management of vendors) to enable GWUK to operate.
- GWUS will license its name and logo to GWUK.
- Both parties will respect the key mechanisms that allow GWUK to maintain its independence and act for the best interests of the CIO. For example:
  - GWUS as the Member shall take decisions it believes are in the best interests of the CIO.
  - Trustees of GWUK shall make their own decisions.
  - At least two independent trustees shall be appointed.
- GWUS is not obligated to continue to provide operating support but will provide reasonable notice if its support is going to change.
- Each party shall respect confidentiality toward the other party's information.
- Either party can terminate the agreement if the other acts in a way it determines to be detrimental to its interests.
  - If the Agreement is terminated, the CIO shall immediately cease its use of the GiveWell name, logo rights, or similar marks and signs. (This would require it to adopt a new name.)

## Grant Policy

The grant policy proposes the terms under which the CIO Trustees shall grant out funds donated to GWUK. Key aspects include:

- The focus of the CIO's grants will be to fund charitable activities and organizations recommended by GWUS.
- The Trustees will, by default, defer to GWUS's grantmaking policies and due diligence, but will review GWUS's due diligence practices annually or whenever GWUS makes changes to its policies/practices.
- GWUK will use donation technology offered by GWUS and offer the same allocation options (e.g., specify a GWUS-recommended charity, specify the Maximum Impact Fund, specify GWUS operations).

- The Trustees of GWUK will respect donor designations except in exceptional circumstances (i.e., the instructions specify a purpose that is not charitable under UK law).
- GWUK requires GWUS to monitor the use of funds by end recipients.
- GWUK has the ability to make grants directly to other organizations should it determine that such an action would be more effective (i.e., if it were more efficient, time sensitive, etc.).

## Founding Trustees

Our primary criteria for potential founding trustees beyond Elie were that they be (a) highly aligned with GiveWell's mission and (b) UK citizens. We were most interested in candidates with whom we had a fairly strong existing relationship. We're very pleased that the below two friends of GiveWell agreed to act as Trustees.

### Dan Brown

Dan is a former GiveWell Senior Fellow who relocated back to the UK in 2019. He has a background in development economics and econometrics. He is currently a Senior Advisor to the International Development unit at The Behavioral Insights Team, a former UK government initiative that has since spun off into a social corporation. They specialize in generating and applying behavioral insights to inform policy and improve public services.

### Luke Ding

Luke studied medicine at Oxford University, subsequently switched to a career in finance and held a number of senior management positions at NatWest and Merrill Lynch, and became a senior partner at fund management firm Brevan Howard. He now engages full time with his philanthropic activities in parallel with pursuing his business interests. He is a keen supporter of many organizations associated with Effective Altruism and has sponsored national deworming programs in Burundi and Madagascar. He is also a board member of Founder's Pledge.

## Next steps

We have no reason to believe our application will be rejected. As such, we are moving forward with additional steps to prepare GWUK to operate (i.e., accept donations) once the approval is granted. Key next steps include:

- Ratifying the new Trustee appointments (see item 5 in Attachment G: Resolutions for Board Vote)
- Finalizing governing documents, including the above drafts, as well as
  - Data transfer agreement
  - Privacy policy
- Opening a bank account (we will begin seriously researching options in late June)
- Creating an appropriate donations processing infrastructure (we are in the process of determining which platforms to allow and what infrastructure is needed)

- Sourcing a UK bookkeeper and a UK Trustees insurance policy (we are discussing this with our UK advisors)
- Submit UK trademark applications (we are currently awaiting feedback from our UK counsel on the application plan proposed by our US lawyer)