[![Slack Status](http://slackin.parabol.co/badge.svg)](http://slackin.parabol.co/)

# How to contribute

We founded our company to bring modern, agile ways of working to a broader

diversity of teams. We believe to make differentiated products, you’ve got to be

a different kind of company. That’s one reason why we're developing Parabol

as free open-source from its inception.

Shortly after we began, we announced a program we called “Equity for

Effort” to entice developers outside of our organization to contribute to

the creation of our application in exchange for the possibility of

equity in our company.

You can read our latest blog post on our

[Equity for Effort program here](https://medium.com/parabol-focus/equity-for-effort-v2-0-7ca93e0a3968#.y9upisjz4).

To get started, simply follow these steps:

1. \*\*Find a project:\*\* review the projects listed under the

“Help Requested” list on the

[Equity For Effort Projects Board](https://github.com/ParabolInc/parabol/projects/1)

and select one you're interested in working on.

2. \*\*Bid on it:\*\* leave a comment on the project saying how many points

you’ll do the project for and we’ll move the project to the “Bid” stage

(see: [Points and sizes](#points-and-sizes)) – if a project is unclear, you

can ask for more clarification at this stage

3. \*\*Do it:\*\* once we've received your bid, we'll reach out via email and

verify you're qualified to participate in the E4E program. When that's

out of the way we'll accept your bid and move the issue to the

“Building” stage. You can then go ahead and perform the work. Once you’re

done, submit a pull request and we'll move the project to the “Reviewing”

stage.

4. \*\*Collect points:\*\* After the work has been reviewed and merged into the

source tree, we’ll update our public scoreboard and credit the creator(s)

with the agreed upon number of points. Once you accrue more than

100 points we issue options for equity in Parabol, Inc.

# Compensation

For giving us a hand and helping the broader Parabol community, your

qualifying contributions may be converted into equity in Parabol Inc. Here’s

how it works:

1. When we've verified your eligibility to participate within the E4E program

and you've had an issue is merged into the

[Parabol Inc Repository](https://github.com/ParabolInc/parabol) by

one of the project maintainers, we’ll tally up the points for your work.

2. We’ll add a row to the

[Parabol Contributors Scoreboard](https://docs.google.com/spreadsheets/d/1V1KZJn6oKFsqrYwqr430rO3hkIkekSY7oYFzX3cVty4).

If you’re working as a team, we’ll divide the points among you equally

unless your team has requested an alternate distribution in the issue

comments.

3. Once you’ve accumulated more than 100 points, we'll put an Options Grant

proposal before our Board of Directors to convert your points to options

in Parabol Inc. (see: [Conversion rate](#conversion-rate)) and issue

these options to you (subject to board approval). The vesting clock

will be backdated to the date we received a signature on the consulting

contract for your first mission.

## Points and sizes

Before you begin working on an issue, you size it. Most issues will have a

\*SWAG\* sizing from one of the Parabol maintainers, but it’s up to you to

adjust it to what you think is fair.

| Points | Individual \*or\* team effort required |

| -------- | ------------------------------------ |

| 11 | Less than a single day |

| 12 | One or two days |

| 13 | Three or four days |

| 15 | Five to seven days |

| 18 | Less than two weeks |

| 23 | Two to three weeks |

| 30 | Three to four weeks |

| 50 | Four to eight weeks |

| 110 | Too big! Let’s break it down… |

## Conversion rate

At present, 100 points convert to options for 1,250 shares in Parabol Inc.

With 24,737,564 shares outstanding, that’s roughly 0.005% of the company.

We'll convert for you every time you hit a new 100 point threshold. That is

to say, 200 points, 300 points, and so on.

We currently will reevaluate this conversion rate once per calendar quarter

at our board meeting.

# Community

Want to collaborate? Have questions about our stack?

Join us on our Slack community!

[![Slack Status](http://slackin.parabol.co/badge.svg)](http://slackin.parabol.co/)

Sign up at http://slackin.parabol.co/.

## Questions

If you’ve got questions you'd like to inquire about privately, please don’t

hesitate to reach out. You can reach us at

[love@parabol.co](mailto:love@parabol.co).