

The Global Employment Innovation Organization, Inc.

## **INTELLECTUAL PROPERTY RIGHTS POLICY**

As approved on October 12, 2022

### **1. Purpose and Scope**

The Global Employment Innovation Organization, Inc. ("GEIO") has adopted this Intellectual Property Rights Policy (the "Policy") in order to minimize the possibility of inadvertent infringement of the copyrights or trademarks of GEIO Members ("Members") and third parties using or implementing any GEIO Work Product, defined herein. GEIO does not intend to create any Work Product that might infringe the patent rights of any Member or third party. In the event that this intention changes, this Policy will be amended appropriately.

### **2. Applicability**

All Members, all representatives of Members, and all third parties participating in any GEIO Working Group, as defined herein, or otherwise making a Submission, as defined herein, are bound by this Policy.

### **3. Definitions**

Member: A GEIO member of any class.

Submission: A copyrightable work submitted to GEIO with the intention that it become, or be incorporated into, a Work Product.

Submitter: A Member, non-Member, or individual making a Submission.

Working Group: A committee or other group created by GEIO that principally or incidentally creates copyrightable work(s).

Work Product: Any deliverable created by a GEIO Working Group, and any other copyrightable work that is copied, distributed or publicly displayed by GEIO which incorporates material not created by GEIO employees or by third parties under contract for GEIO.

### **4. Copyrights**

The copyright in all Work Products shall be owned by GEIO. Each Submitter shall retain copyright ownership of its original work, while at the same time granting GEIO a non-exclusive, irrevocable, worldwide, perpetual, transferrable, royalty-free license under the Submitter's copyrights in its Submission to reproduce, distribute, publish, display, perform, and create derivative works of the Submission based on that original work for any purpose, and under GEIO's own copyright.

## **5. Trade Secrets**

Members and other participants in any Working Group or other GEIO activity will not be expected to reveal trade secret information in the course of such participation, nor will they be required by GEIO, except as specified by the Board of Directors with respect to any specific activity, to sign non-disclosure agreements or otherwise maintain confidentiality. GEIO will not be held responsible for the disclosure of any Member's or non-Member's trade secrets, regardless of the circumstances.

## **5. Trademarks**

Trademarks created by GEIO, registered or otherwise, are the property of GEIO. Use of GEIO trademarks shall be governed by such policies, procedures and guidelines as may be established and approved by GEIO from time to time, and by applicable law.

GEIO's use of Member and third-party trademarks, registered or otherwise, shall be governed by the GEIO By-laws, by such policies, procedures and guidelines as may be established and approved by the owners of such trademarks, and by applicable law.