

Managing your Intellectual Property

Copyrights, Trade-marks,
Trade Secrets and Patents

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& Mario Kasapi
BCIC New Ventures Competition
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Disclaimer

- ④ The information contained in this presentation is of a general nature. It is not legal advice and should not be construed as or in any way considered to be legal advice.



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Topics we will cover

- I. Main types of IP
- II. IP commercialization models
- III. Assignments and licenses



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IP management considerations

- I. IP identification
- II. IP ownership
- III. IP protection



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Intellectual Property

- ④ Four pillars of intellectual property
 - ④ Copyrights
 - ④ Trade-marks
 - ④ Trade secrets
 - ④ Patents
- ④ Other forms of IP
 - ④ Industrial design
 - ④ Plant breeders rights
 - ④ Integrated circuit topography



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Quiz

- ④ What types of IP protect software?



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Copyright

- © Copyright protects the expression of idea, not the ideas themselves
- © Copyright is the sole right to produce or reproduce a work, or a substantial part of a work



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The logo for Fasken Martineau, consisting of the firm's name in blue capital letters and a stylized orange circular graphic to the right.

Copyright cont'd

- “Work” includes books, songs, computer programs, instruction manuals and website designs



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Copyright Cont'd

- ⦿ Requirements:
 - ⦿ Originality: the exercise of skill and diligence, but not necessarily creativity
 - ⦿ Fixation: must be expressed to some extent at least in some material form



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Copyright

- ◉ As a general rule, the author (or creator) of a work is the first owner of copyright
- ◉ Freelancers or independent contractors are considered the “author” or their creations
- ◉ Employment is an exception to the general rule



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Moral Rights

- ⦿ Moral rights give the author of a work the exclusive right to be associated with the work and to the integrity of the work
- ⦿ Moral rights can only belong to people
- ⦿ Moral rights cannot be assigned, only waived



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Copyright Protection

- ◉ Arises automatically
- ◉ © notices should be used
- ◉ Registration enhances rights
 - ◉ Simple and inexpensive to register
 - ◉ Registration in US is more significant



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Copyright Management

- ⑥ Focus on ownership and rights
- ⑥ How are works developed?
- ⑥ What do your contracts say about copyright?
 - ⑥ Employment agreements
 - ⑥ Service contracts
 - ⑥ Licenses



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Copyright Questions?

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- © rkuypers@fasken.com
- © 604.631.4880



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Trade-marks

Interbrand's most valuable brands (2006):



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Why are trade-marks important?

- ⑥ The goodwill associated with products and companies reside in their respective trade-marks
- ⑥ Consumers make decisions based on trade-marks



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Managing trade-marks

- A. Picking a good trade-mark
 - I. Distinctiveness
 - II. Searching and Clearance
 - III. Assessing Risks
- B. Registration
- C. Enforcement



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A. Picking a good trade-mark

I. Distinctiveness

- ⑥ Distinctiveness is the key to choosing an effective trade-mark
- ⑥ The purpose of a trade-mark is to distinguish your wares and services from those of your competitors. To do so, it must be distinctive.
- ⑥ Distinctiveness requires that your trade-mark:
 - ⑥ Does not describe your wares and services
 - ⑥ Is not confusingly similar to your competitors trade-marks
- ⑥ Distinctive marks: KODAK, APPLE (for computers)



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Descriptiveness

- ⑥ Trade-marks law generally prohibits obtaining rights to and registering trade-marks that describe the character or quality of the wares and services with which they are used
- ⑥ Reason: trade-mark owners should not monopolize words that describe wares or services
 - ⑥ E.g. “safe” cars, “fresh” bread
- ⑥ It is tempting to choose trade-marks that are somewhat descriptive
- ⑥ However, the more descriptive your trade-mark is, the less you will be able to claim rights to it and protect it
 - ⑥ E.g. “save on foods” for grocery stores





Confusion with other Trade-marks

- ⑥ Trade-marks law generally prohibits the use and registration of trade-marks that are confusingly similar with those of your competitor because:
 - ⑥ it creates confusion in the marketplace
 - ⑥ infringes the rights of others
- ⑥ It is tempting to choose marks that are somewhat confusing with established marks or that contain common elements
- ⑥ Even if you are able to register a trade-mark with common elements, your ability to protect it could be compromised



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Confusion



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II. Searching and Clearance

- ④ Prior to choosing a trade-mark, search the trade-marks **register** and **marketplace** to ensure that no identical or confusingly similar marks are already used, registered or applied to be registered for the same wares or services
- ④ Best practice: come up with more than one potential trade-mark at the start of the searching process and rank according to preference



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Types of Rights to Search For

- ⦿ There are two types of trade-mark rights:
 - ⦿ Statutory rights
 - ⦿ arise from registering or applying to register a trade-mark
 - ⦿ need to search the Canadian Intellectual Property Office Trade-marks Registry to find them
 - ⦿ Common law rights
 - ⦿ arise from use of a trade-mark in the marketplace
 - ⦿ need to search the marketplace to find them
 - ⦿ more limited than statutory rights



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Search Tools

- ④ The main search tools are:
 - ④ Knock-out searches
 - ④ Full availability searches
 - ④ Investigations
 - ④ Legal opinions



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Knock-out Searches

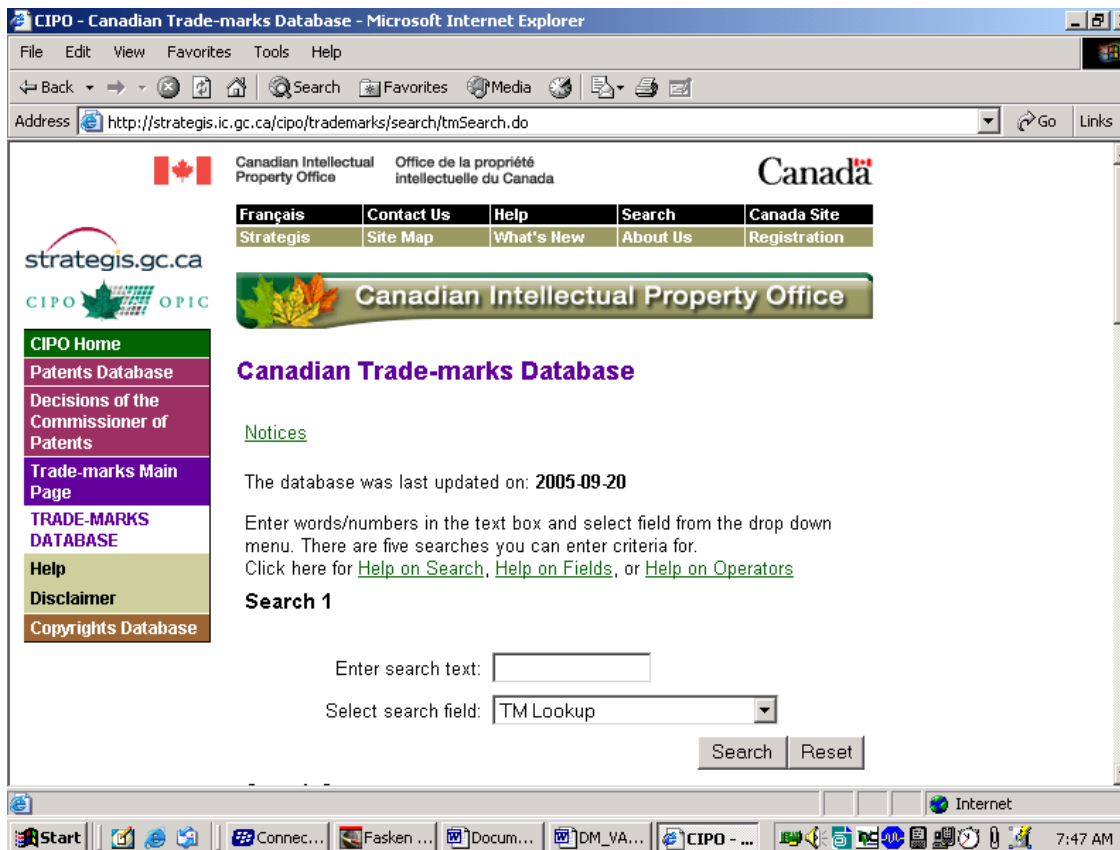
- ⑥ Knock-out searches are searches of registry databases
 - ⑥ CIPO, USPTO and other Trade-marks registry databases
 - ⑥ Pros
 - ⑥ Quick and inexpensive
 - ⑥ Cons
 - ⑥ Often only reveal trade-marks that contain identical elements
 - ⑥ Do not reveal trade-marks that are used, but have not been applied to be registered
 - ⑥ Best used as a preliminary search



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Knock-out Searches - Canada



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Knock-out Searches - US

Trademark Electronic Search System (TESS) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://tess2.uspto.gov/bin/gate.exe?f=search&state=vc0j1r.1.1> Go Links >>

United States Patent and Trademark Office

Home Site Index Search FAQ Glossary Guides Contacts eBusiness eBiz alerts News Help

Trademarks > Trademark Electronic Search System (TESS)

TESS was last updated on Wed Apr 9 04:10:56 EDT 2008

TESS HOME STRUCTURED FREE FORM BROWSER Dict SEARCH OG BOTTOM HELP

WARNING: AFTER SEARCHING THE USPTO DATABASE, EVEN IF YOU THINK THE RESULTS ARE "O.K.," DO NOT ASSUME THAT YOUR MARK CAN BE REGISTERED AT THE USPTO. AFTER YOU FILE AN APPLICATION, THE USPTO MUST DO ITS OWN SEARCH AND OTHER REVIEW, AND MIGHT REFUSE TO REGISTER YOUR MARK.

View Search History:

Plural and Singular Singular

Live and Dead Live Dead

Search Term:

Field: Combined Word Mark (BLT.LMP.TL)

Result Must Contain: All Search Terms (AND)

Submit Query Clear Query

Logout Please logout when you are done to release system resources allocated for you.

This *New User (Basic)* search form allows for searching of the most commonly searched fields: word marks, serial or registration numbers, and owners.

The **Combined Word Mark** is the default search field and includes the **word mark** and **translation**.

Start Fasken Martineau... Inbox - Micro... 7 Reminders Microsoft Word Microsoft Powe... Trademark EL... 2:17 PM



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III. Assessing Risks

- ⑥ Most searches reveal some measure of risk in proceeding with a trade-mark
- ⑥ To assess risk, consider
 - ⑥ Degree of resemblance between the trade-marks
 - ⑥ Overlap in wares and services
 - ⑥ The nature of the trade for the wares or services
 - ⑥ How long and extensively the other party has used its trade-mark
 - ⑥ The resources and expected vigilance of the other party



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Assessing Risks

- If you choose the wrong trade-mark, you risk:
 - Liability for infringing the rights of others
 - Inability to protect your trade-mark
 - Costly and inconvenient rebranding
 - Loss of goodwill



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B. Registration

- ⦿ Registration is by country (except EU)
- ⦿ Canada:
 - ⦿ One and a half years average for registration
 - ⦿ \$2,500 (no objections, oppositions)
 - ⦿ 15 year renewable registration period
- ⦿ Prioritize countries by value of market and likelihood of sales





Rights arising from registration

- ◉ Exclusive use of trade-mark throughout Canada with the registered wares and services
- ◉ To prevent others from using an identical or confusingly similar mark in Canada with the same wares and services
- ◉ To prevent others from using the trade-mark in a manner that is likely to depreciate the goodwill attached to the trade-mark





Pitfalls

- ⑥ Trade-mark registrations can be challenged and expunged for non-use
- ⑥ Trade-mark rights can be lost if others use the trade-mark without a proper license
- ⑥ Trade-mark rights can be lost if the trade-mark becomes a product description (thermos)





C. Enforcement

- ⑥ Keep an eye out for possible infringement of your rights, by
 - ⑥ Monitoring your market and related markets for trade-marks that are similar to yours
 - ⑥ Monitoring trade-mark registries for attempts to register marks that are similar to yours
 - ⑥ You can order regional and global watch services to alert you of such attempts



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Enforcement

- ⑥ Take action against infringements and potential infringements
 - ⑥ Cease and desist letters
 - ⑥ Litigation
 - ⑥ Opposition
- ⑥ Failure to act can weaken your trade-mark rights



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Trade-marks Management

- ④ Pick the right trade-mark
 - ④ Consider more than one potential trade-mark
 - ④ Avoid trade-marks that are descriptive or similar to other trade-marks used in your industry
 - ④ Search the marketplace
 - ④ Assess risks before proceeding
- ④ Register trade-marks where you plan use
- ④ Use it or lose it
- ④ Keep an eye out for infringers
- ④ **Bonus tip: use fewer trade-marks**



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Trade-mark Questions?

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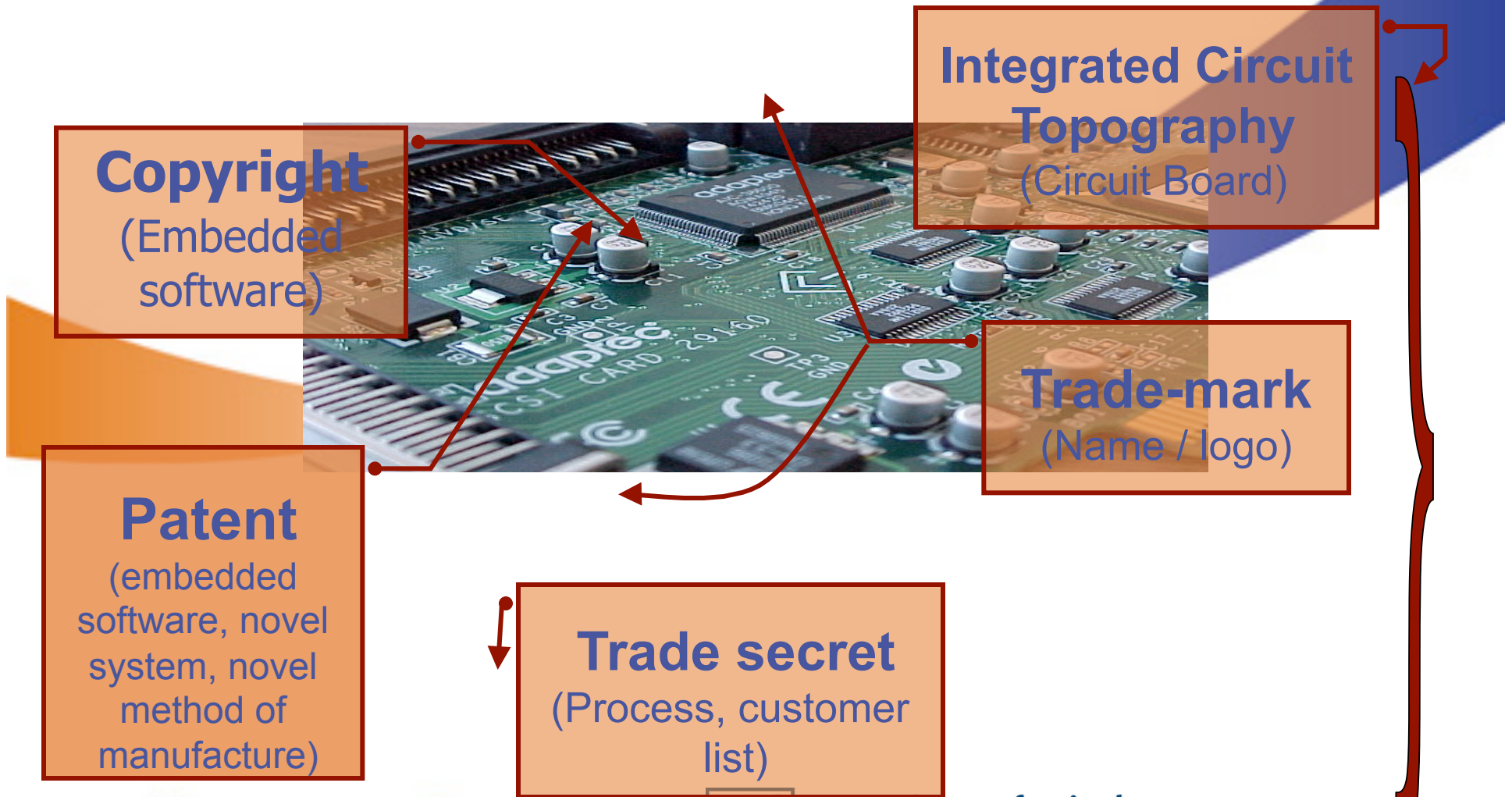
PATENTS

Identifying and Managing IP



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One Product=Multiple Forms IP



You Have an Invention – What Next?

- ⑥ Your business has an invention, i.e. “something” that makes your product or service better/cheaper/faster
- ⑥ Your goal – to prevent competitors from using that “technology”



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The Problem

- ④ If you disclose your invention to the public, or wish to do so, others can use it unless.....
- ④ You take steps to protect it



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Why a Patent?

- ⑥ Gives you the right to prevent others from making, using, selling the claimed invention=“negative rights”
- ⑥ Lasts 20 years from filing date
- ⑥ In exchange – you have to disclose your invention
 - ⑥ Eventually it will become public domain



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What You Don't Get With a Patent

- ④ What doesn't a patent grant?
 - ④ Freedom to operate
 - ④ Government enforcement of patent rights (only through courts)
 - ④ You must be your own “patent police”



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Steps in Obtaining Patent

- ⑥ Secrecy
- ⑥ Patentability
- ⑥ First Filing
- ⑥ Other (International) Filings
- ⑥ Exploiting your Patents



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Secrecy Issues – KEEP THE SECRET!

- ⑥ Public disclosure of invention prior to filing may be used against the application
- ⑥ Use NDAs etc., prior to filing. After filing, can disclose contents of application
- ⑥ Canada and US give one year grace period - most countries don't



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Considering a Patent

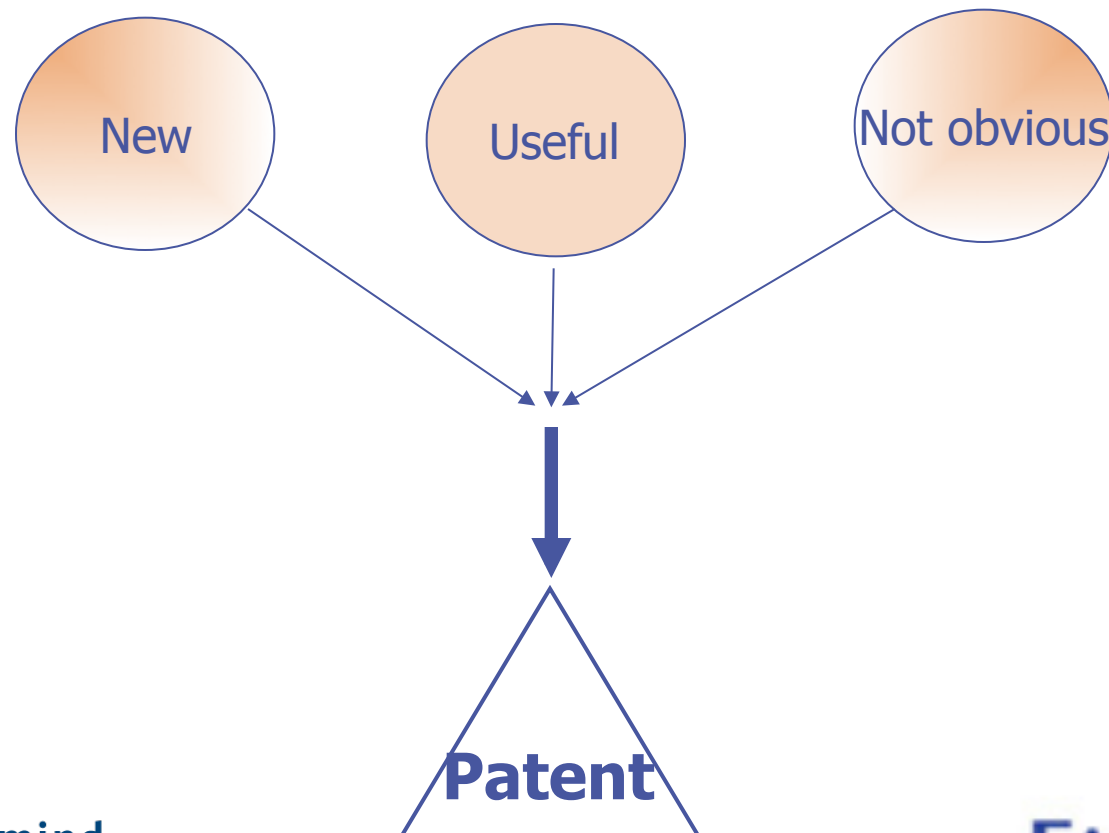
- ⑥ Not everything is patentable
- ⑥ Requirements for Invention to be Patentable
 - ⑥ Novelty - the invention is “new”
 - ⑥ Non-obvious – the invention not a minor tweak on what has been done before
 - ⑥ Utility – the invention does what it is described to do
- ⑥ Subject Matter



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Patents: What can you patent?



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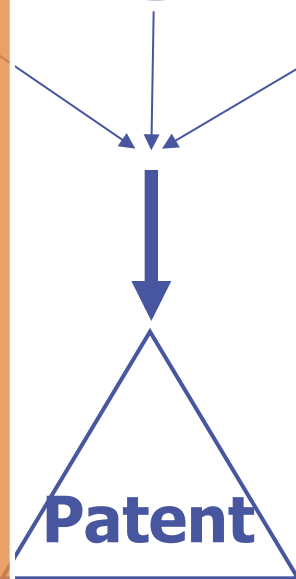
Patents: What can you patent?

- Absolute novelty: no-one else in the world can have invented it before and made it available to the public
- Keep it secret until you file the patent application. In Canada and the U.S., you have one year to file after public disclosure; in other countries, you lose your right to file if you have disclosed it publicly.

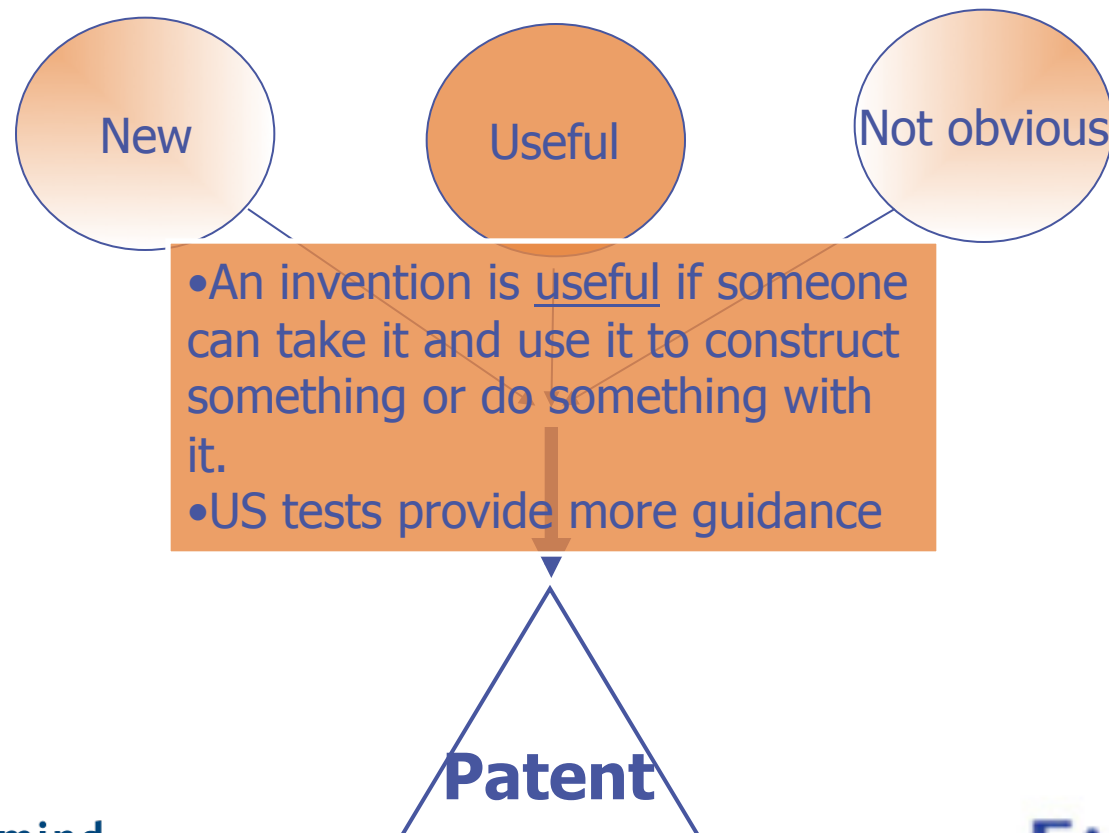
New

Useful

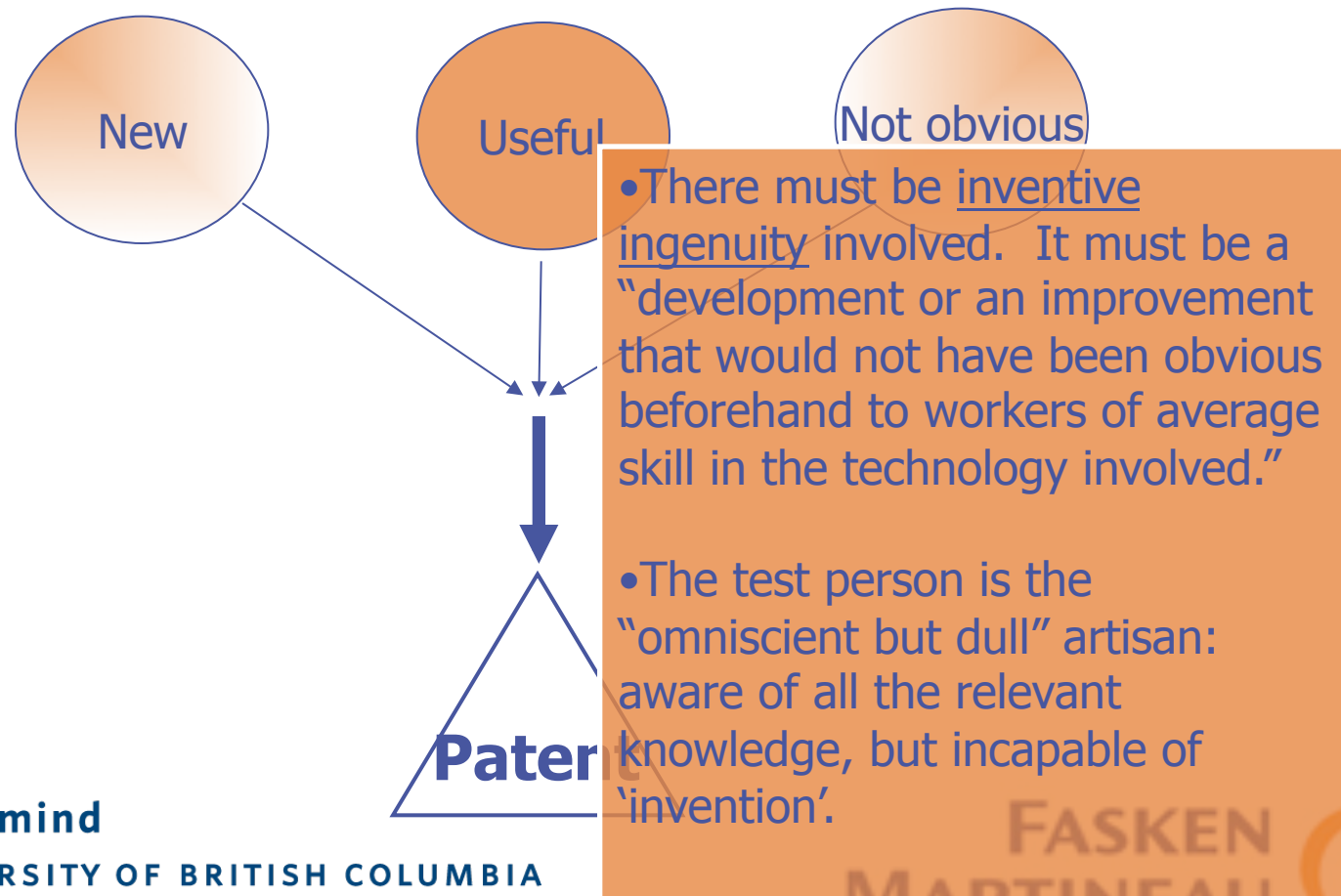
Not obvious



Patents: What can you patent?



Patents: What can you patent?





Subject Matter

- ⑥ Traditional:
 - ⑥ Pharmaceuticals, Electronics, Chemicals
- ⑥ Less traditional:
 - ⑥ Games
 - ⑥ Software
 - ⑥ Business Methods – Bilski decision
- ⑥ You may be surprised what is patentable



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What cannot be patented

- ⑥ Scientific principles
- ⑥ Pure mathematic algorithms
- ⑥ Mental processes
- ⑥ Data (trade secret?)



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The First Filing

- ④ Preparing the Application
 - ④ Work with your agent
 - ④ Provide detailed description
 - ④ Remember you know this area of technology better than they do
- ④ If cost is an issue, consider a provisional application
- ④ First to invent (US) vs. first to file



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Where to File?

- ⦿ Patents are territorial, i.e. a U.S. patent only covers activities in the U.S.
- ⦿ Problem: Filing in multiple jurisdictions gets very expensive (> \$100,000 very quickly), however your own applications and disclosure may be used against you if you wait
- ⦿ Solution: Take advantage of treaties.



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Claiming Priority

- ⦿ International Treaties allow an applicant to file a first application, then file applications up to one year later and “backdate” the later filed applications
- ⦿ Can used to defer costs
- ⦿ First application may be a provisional
- ⦿ Allows you to make invention public after first filing



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PCT Applications

- ⑥ Closest thing to “world patent” application (covers most major industrial countries)
- ⑥ Treated as a pending application in all selected member countries
- ⑥ Still requires entry into those countries within 2 ½ years – just defers cost



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Provisional Applications

- ⑥ Only serve as an initial filing for the purposes of claiming priority – they will never become a patent
- ⑥ Can be less expensive than a regular application
- ⑥ Useful when invention is in development (can file multiple provisionals)
- ⑥ **BE CAREFUL** – need to ensure provisional contains enough to preserve priority claim



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Common Strategy

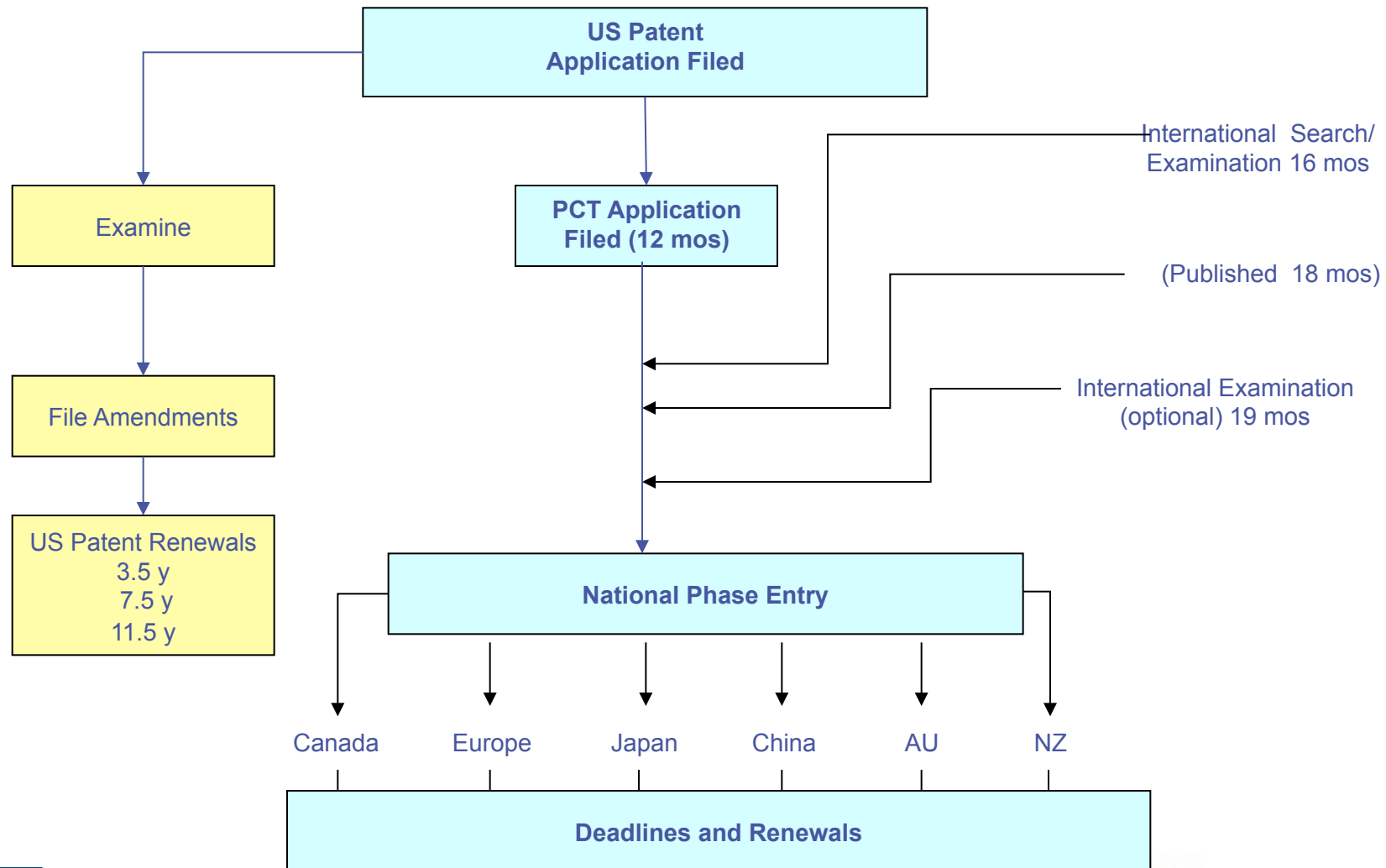
- ⦿ Goal – Delay costs as much as possible while preserving rights
- ⦿ 1. File Provisional Application
- ⦿ 2. One year later, file PCT Application
- ⦿ 3. Two and a half years from provisional application, enter national phase in selected jurisdictions
- ⦿ **DISADVANTAGE** – Delays obtaining patents



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It is a long road



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Who is Inventor?

- ⑥ Person(s) who has a:
 - ⑥ Definite and conception of the invention (at least one claim)
 - ⑥ Can describe to others how to practise invention
- ⑥ Not “authorship” standard
- ⑥ Patent can be invalidated if inventorship is incorrect *and* error reflects deceptive intent



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Exploiting Your Patents

- ⑥ Are an asset – have value
- ⑥ Can be used to create monopoly
- ⑥ Licensing revenue (become a troll?)
- ⑥ Defensive portfolio
- ⑥ Patent role varies widely in different industries and positions of company



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Patents as asset

- ⑥ Can be sold (as can pending applications)
- ⑥ Value varies – scope of claims, validity
- ⑥ Sometimes allows early stage company to be taken more seriously
- ⑥ Investors may insist on filings



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Monopoly

- ⑥ Prevent competitors from participating (never license)
- ⑥ Requires willingness to litigate (which risks patents)
- ⑥ Used to protect “key product or feature”



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Defensive portfolio

- ⑥ Hold large portfolio of patents
- ⑥ Don't litigate with patents unless defending self
- ⑥ Large budget for filing/prosecuting, less for litigation



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Licensing

- ⑥ “Toll collection”
- ⑥ Willing to license at reasonable rates
- ⑥ Some companies do nothing else (often referred to as “trolls”)
- ⑥ Join “Patent Pools”



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Patent Problems

- ⑥ Cost – they are expensive to obtain, maintain and enforce
- ⑥ Publication – the subject matter becomes public
- ⑥ Limited duration – twenty years and then your idea becomes public domain
- ⑥ Other alternatives.....



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Patent Questions?

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Trade Secrets

- ④ Trade secrets:
 - ④ Information of commercial value that is not disclosed to the public
 - ④ The value has to be partially linked to the fact that it's not known
 - ④ Efforts have to be made to maintain secrecy



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Examples of Secrets

- ⑥ Technology
- ⑥ Formulas, recipes
- ⑥ Client/Customer information
- ⑥ “Know how”



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Reasonable Efforts to Maintain Secret

- ⑥ **CONTRACTS!** Everyone who knows secret should be under a contractual obligation to keep it secret
 - ⑥ Use Non-disclosure Agreements
- ⑥ **Other steps:**
 - ⑥ Mark documents as confidential
 - ⑥ Control access to documents
 - ⑥ Lock doors and cabinets



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Advantages of Trade Secrets

- ⑥ Never expire – as long as the secret remains secret
- ⑥ No filings or government approval required
- ⑥ Can be very successful –
Coke, KFC



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Disadvantages of Trade Secrets

- ⦿ Not everything can be protected – e.g. technology can be reverse engineered
- ⦿ If the secret is exposed, then it's no longer a secret
- ⦿ Can be expensive to maintain, as it requires security, contracts, complicated processes



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Things to bear in mind

1. ANY innovative idea should be kept as a secret in the beginning

- ◉ to preserve option of patenting (or industrial design) at later stage



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Things to bear in mind

2. If you apply for a patent, only give up what is necessary

- ⦿ The decision to apply for a patent does not necessarily require giving up all of one's TS!
- ⦿ However, patent application must contain :
 - ⦿ enough to enable skilled person to practice the invention
 - ⦿ the **best mode** known to the applicant for practicing the invention



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Things to bear in mind

3. If you apply for a patent, your TS may still be protected for a while

- ⦿ In most countries: only publication after 18m. You may withdraw application any time < publication
- ⦿ In USA: possible to request non-publication of the patent application until the patent is issued



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Things to bear in mind

4. Once patent published → TS lost in ALL COUNTRIES

- ⦿ patent documents “easily accessible” to public
- ⦿ if patent application published and later rejected → you lose both patent and TS rights
- ⦿ some technology (e.g. software) may be patentable in USA but not in Belarus or Europe ...



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Things to bear in mind

5. Patent and TS are often complementary to each other:

- ⦿ Patent applicants generally keep inventions secret until the patent application is published by the patent office.
- ⦿ A lot of valuable know-how on how to exploit a patented invention successfully is often kept as a trade secret.
- ⦿ Some businesses disclose their trade secret to ensure that no one else is able to patent it (defensive publication).



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Trade Secret Questions?

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I. Commercialization Models

- ② How will you commercialize your IP?

Three main approaches*:

- ② 1. Integrator
- ② 2. Orchestrator
- ② 3. Licensor

② *"Innovating for Cash", J. Andrew and H. Sirkin, Harvard Business Review, September 2003



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Commercialization Models

- ① 1. Integrator
 - ① Manage all the steps necessary to profit from an idea (product development, manufacturing, sales)
 - ① Capital intensive
 - ① High capability requirements
 - ① Slow
 - ① Often impossible, but remarkably popular



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Commercialization Models

- ② 2. Orchestrator
 - ② Focus on some steps, but rely on others to carry out the rest (e.g. outsource manufacturing, distribution, sales)
 - ② Requires strong project management skills
 - ② Quicker to market
 - ② Balances control with need to leverage limited resources





Commercialization Models

③ 3. Licensor

- ③ License the technology to others to take it to market
- ③ Low capital and capability requirements
- ③ Requires strong IP protection
- ③ Requires good contracting skills
- ③ Allows innovators to focus on what they do best



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Questions?



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II. Assignments

- ② Introduction
 - ② Intellectual property may be assigned or licensed
 - ② Assignments and licenses differ in fundamental ways
 - ② An assignment changes the ownership in the IP from the assignor to the assignee



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Assignments

- ⑥ Preferred to a license by IP purchaser, investors and acquirers
 - ⑥ IP becomes an asset of the assignee
 - ⑥ not affected by assignor bankruptcy
- ⑥ IP owners prefer to license technology
 - ⑥ IP continues to be owned by licensor
 - ⑥ Greater control over IP





Licenses

- ⑥ License is a special form of contract
- ⑥ Licensor retains ownership of the IP
- ⑥ Licensee can use the IP on the terms specified in the license
- ⑥ Few limits on possible license terms
- ⑥ A license agreement may be implied, but should be in writing

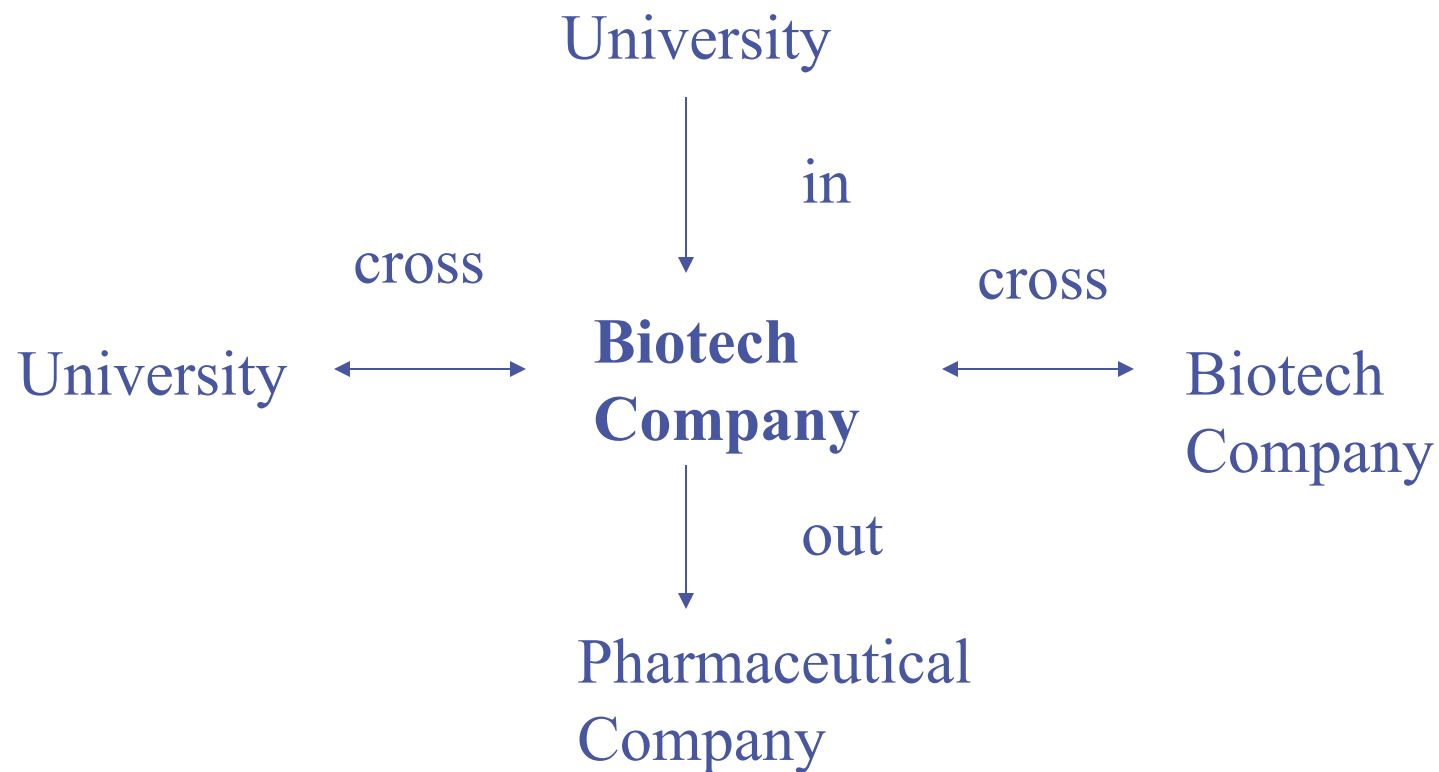


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Licenses



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Licenses: Main Provisions

- ④ Term
- ④ Exclusivity
- ④ Scope of use
- ④ Territory
- ④ Fees
- ④ Modifications/improvements
- ④ Transferability
- ④ Indemnifications
- ④ Termination



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Licenses

④ Term

- ④ The length of time of the license should be specified
- ④ Could be for duration of patent or copyright
- ④ Strategic considerations might come into play
 - ④ Shorter term if licensor doubts licensee's ability
 - ④ Longer term if commercialization requires significant investment
- ④ **Trap alert: know-how license term**



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Licenses

- ② Exclusivity
 - ② Must be in writing
 - ② Exclusivity represents an extra value (monopoly)
 - ② Only sign an exclusive license agreement if you know and trust the licensee
 - ② Competitive advantage vs. freedom to operate
 - ② Consider performance/anti-shelving provisions



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Licenses

- ◉ Scope of use

- ◉ Scope of use defines what the licensee can do with the IP
- ◉ Different applications of IP can be licensed separately with different scopes of use
- ◉ The scope of use needs to be clearly defined in order to avoid disputes and implied licenses
- ◉ In general, the licensee is only entitled to use the work for purposes that have been specified in the license



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Licenses

- ④ Scope (or Field) of use
 - ④ Examples:
 - ④ Use of software for own use, but not for duplication and sale
 - ④ Use of a mechanical device in one industry, but not others
 - ④ Use of a biological compound for a particular indication, but not others
 - ④ Movie adaptation of copyrighted work, but not for play
 - ④ Use of technology for academic research, but not commercial use



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Licenses

- ⑥ Territory
 - ⑥ Can be worldwide or limited by country, province, state or other geographic description
 - ⑥ The breadth of a Licensee's territory can reflect the Licensee's ability in various regions
 - ⑥ Generally speaking, the broader the Territory, the higher the price



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Licensing

- ◉ Granting provision that addresses term, exclusivity, scope of use and territory:

“Licensor hereby grants to Licensee a perpetual, exclusive, worldwide right and license to use the X15 Antibody for the treatment of lung cancer.”



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Licenses

- ◉ Fees
 - ◉ Fixed fees
 - ◉ Milestone payments
 - ◉ Royalties
 - ◉ Shares in the capital of the licensee
 - ◉ Consider cash flow needs and risk/reward calculations to determine the right mix





Licenses

⦿ Modifications/improvements

- ⦿ Is the licensee entitled to modify the IP or not?
- ⦿ If modification is permitted, who owns modifications?
- ⦿ Licensors usually want to own all IP relating to the core IP
- ⦿ Modifications may be inherent to the use that will be made of the work, e.g. update of websites
- ⦿ If licenses exist in separate territories, all parties might benefit from cross licensing of improvements



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Licenses



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Licenses

Transferability by Licensee

- ◉ Is it possible for the licensee to transfer or sublicense its rights to a third party?
- ◉ Licensors might want to control who can receive a transfer or sublicense
- ◉ Licensors might want to control the form of sublicense agreement
- ◉ Usually requires written consent
- ◉ Sublicensing might affect payment terms



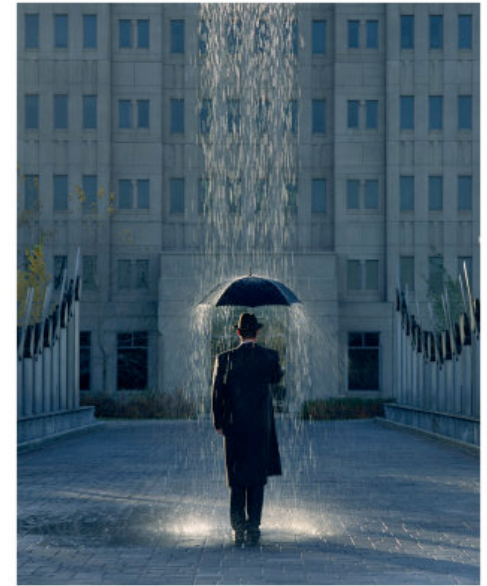
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Licenses

Indemnification

- ④ “The Licensor shall indemnify and hold harmless the Licensee against . . .”
 - ④ Claims arising from third party IP infringement
- ④ “The Licensee shall indemnify and hold harmless the Licensor against . . .”
 - ④ Claims arising from Licensee’s activities in respect of the licensed IP (e.g. product liability)



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Licenses

Termination



- ⑥ Under what conditions will the license terminate
 - ⑥ Failure of Licensee to perform
 - ⑥ Breach of the terms of the license agreement
 - ⑥ Bankruptcy of either party
 - ⑥ By mutual consent



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Licenses

Open Source License Principles

- ⑥ Source code is available
- ⑥ Licensed (not always in public domain)
- ⑥ Free redistribution in modified or unmodified forms
- ⑥ Must allow modifications and derived works
- ⑥ Non-discriminatory against persons or field of endeavor
- ⑥ Must allow combination with non-open source software



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Licenses

Open Source License Types

- ④ Reciprocal
 - ④ Viral: derivative works are subject to same license
- ④ Academic
 - ④ Non-viral: derivative works may be distributed under proprietary licenses
- ④ Commercial
 - ④ Comb. of Reciprocal and Academic



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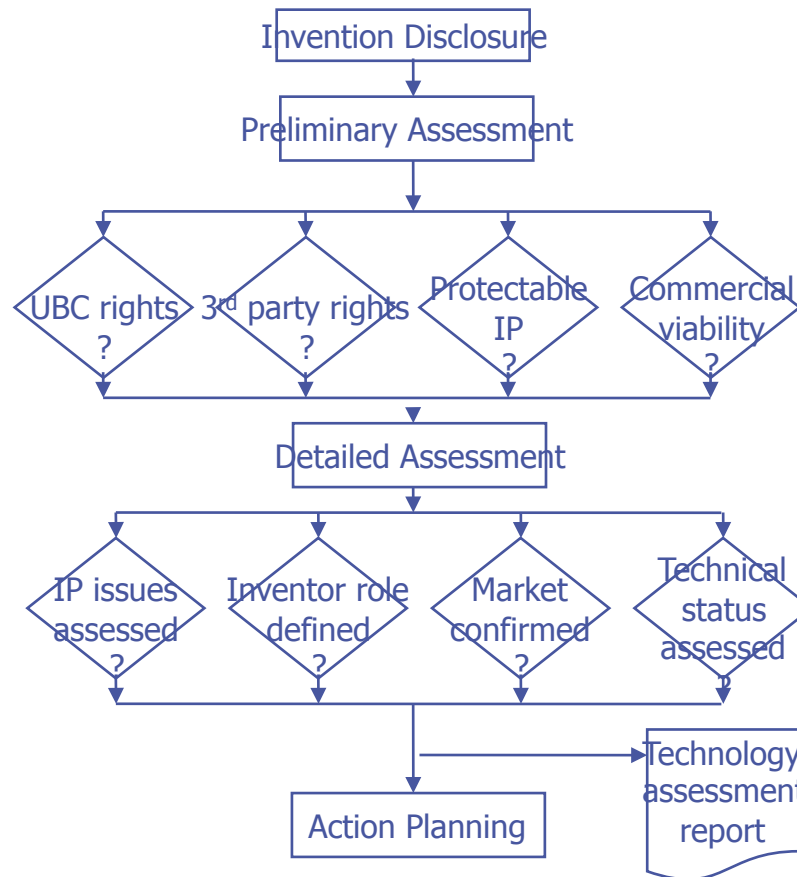
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UBC Technology Assessment



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IP Management Take-Home Messages:

- ⑥ Start good IP management practices NOW
- ⑥ Keep good records
- ⑥ Why?
 - ⑥ Easier to raise investment capital
 - ⑥ Discourage competition
 - ⑥ Avoid litigation & costly changes



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Good IP Management Practices

- ② Record Keeping Policy
- ② Security Policy
 - ② Physical
 - ② Systems
- ② Consulting Agreements
- ② 3rd Party Agreements
 - ② Non-Disclosure
 - ② Secrecy
 - ② Confidentiality



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Good IP Management Practices

- ② Employee Agreements
 - ② Prior Employment
 - ② Confidentiality
 - ② IP Assignment
 - ② Waiver of moral rights
 - ② Non-compete provisions
- ② Exit Interviews



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Due diligence binder

- ⑥ Corporate Documents
- ⑥ Human Resources Documents
 - ⑥ Employee Agreements
 - ⑥ Contractor Agreements
- ⑥ IP Documents
 - ⑥ Assignments
 - ⑥ Patent Applications/Issued
 - ⑥ Patentability and freedom-to-operate opinions
- ⑥ 3rd Party Contracts
 - ⑥ Non-disclosure agreements
 - ⑥ Licenses and assignments
 - ⑥ Material transfer agreements



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Questions?



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