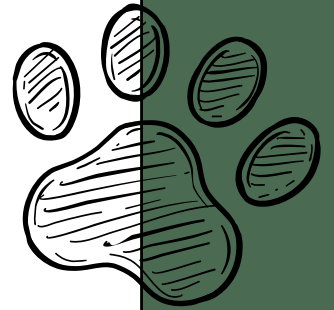




INTELLECTUAL PROPERTY POLICY





INTELLECTUAL PROPERTY POLICY

Effective Date: [Insert Date]

1. Purpose

This Intellectual Property (IP) Policy serves to establish the framework for managing, protecting, and leveraging the intellectual property assets of Barnett's Buddies. By delineating clear guidelines, the company aims to ensure the appropriate use, protection, and recognition of its intellectual property.

2. Definitions

- a. Intellectual Property (IP): Intellectual property encompasses patents, copyrights, trademarks, trade secrets, and any other creations of the mind.
- b. Confidential Information: Information that is not publicly disclosed and is of value to the company, including trade secrets, financial data, and customer lists.

3. Ownership of Intellectual Property

All intellectual property created by employees during the course of their employment with Barnett's Buddies is considered "work for hire" and is the exclusive property of the company.

For intellectual property created by contractors, consultants, or third parties, ownership rights shall be clearly defined in contractual agreements.

4. Types of Intellectual Property

Patents: Barnett's Buddies recognizes the importance of innovation and encourages employees to disclose potentially patentable inventions. The company will assess the value and uniqueness of inventions and pursue patent protection when appropriate.

Copyrights: Barnett's Buddies retains the copyrights to all original works of authorship created by its employees, including software, marketing materials, and other creative works.

Trademarks: Barnett's Buddies will actively protect and enforce its trademarks, service marks, and logos to maintain a consistent and strong brand identity in the market.

Trade Secrets: Barnett's Buddies acknowledges the significance of trade secrets and will implement robust measures to protect confidential information, including restricting access, using non-disclosure agreements, and educating employees about the importance of confidentiality.

5. Employee Responsibilities

All employees are required to promptly disclose any potentially patentable inventions, creative works, or other intellectual property developed during the course of their employment.

Employees must adhere to all confidentiality and non-disclosure agreements related to the company's intellectual property. Unauthorized use, disclosure, or reproduction of the company's intellectual property for personal gain or the benefit of competitors is strictly prohibited.

6. Use of Third-Party Intellectual Property

Employees must respect the intellectual property rights of third parties. Unauthorized use, reproduction, or distribution of copyrighted material, trademarks, or other protected works is prohibited.

7. Enforcement

Barnett's Buddies is committed to protecting its intellectual property rights and will take appropriate legal action to address any infringement, misappropriation, or unauthorized use.

Violations of this policy may result in disciplinary action, including termination, and may be subject to legal consequences.

8. Training and Awareness

Barnett's Buddies will conduct regular training sessions to educate employees on intellectual property issues, legal requirements, and the significance of safeguarding company assets.

9. Review and Updates

This policy will undergo periodic reviews to ensure its effectiveness and relevance. Updates will be made as needed to reflect changes in technology, business practices, or legal requirements.

10. Contact Information

For questions or concerns related to this policy, employees can contact the designated Intellectual Property Manager or the legal department.

By adhering to this comprehensive Intellectual Property Policy, Barnett's Buddies seeks to protect its innovative efforts, foster creativity, and maintain a competitive advantage in the marketplace. Employees are expected to familiarize themselves with and adhere to the principles outlined in this policy.

Barnett's Buddies

This policy is subject to change at the discretion of Barnett's Buddies.

Last updated: 07/07/2026