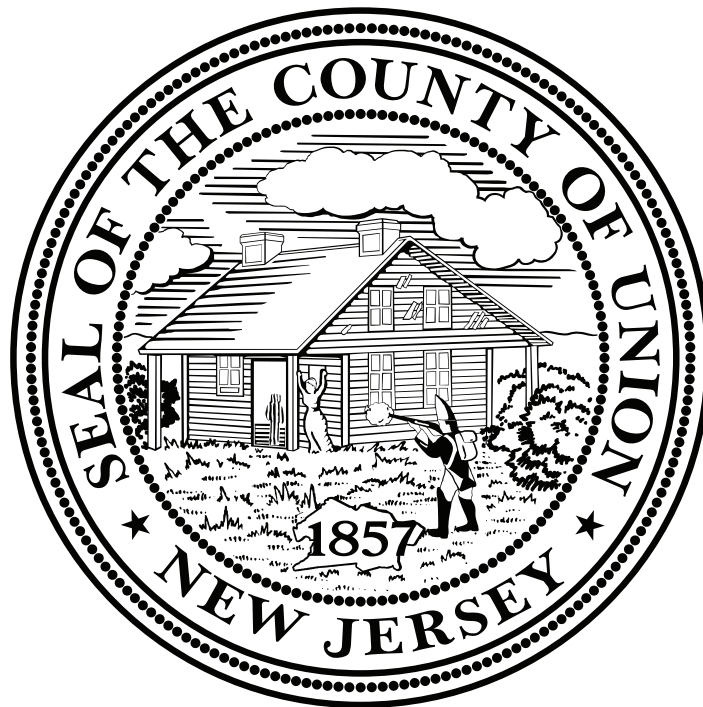


# COUNTY OF UNION

## Work Product Protection Policy



**Union County**  
*We're Connected to You*

*A service of the*  
UNION COUNTY BOARD OF  
CHOSEN FREEHOLDERS

## **UNION COUNTY WORK PRODUCT PROTECTION POLICY**

The Employee acknowledges that, by reason of being employed by the Employer (County of Union) at the relevant times, to the extent permitted by law, all writings, works of authorship, technology, inventions, discoveries, ideas and other work product of any nature whatsoever (collectively referred to as Work Product) consisting of copyrightable subject matter is "work made for hire" as defined in the Copyright Act of 1976 (17 U.S.C. § 1 01), and such copyrights are therefore owned by the Employer. Nothing contained in this handbook shall be construed to reduce or limit the Employer's rights, title or interest in any Work Product or Inventions so as to be less in any respect than that which the Employer would have had in the absence of this provision.

The Employee further acknowledges and agrees that the services to be rendered by him/her to the Employer are of a special and unique character; that the Employee will obtain knowledge and skill relevant to the Employer's industry, methods of doing business and marketing strategies by virtue of the Employee's employment; and that the terms and conditions of this employment are reasonable under these circumstances. The Employee further acknowledges that the amount of his/her compensation reflects, in part, his/her obligations and the Employer's rights under this employment; that he/she has no expectation of any additional compensation, royalties or other payment of any kind not otherwise referenced herein in connection herewith; that he/she will not be subject to undue hardship by reason of his/her full compliance with the terms and conditions of this employment or the Employer's enforcement thereof; and that this provision is not a contract of employment and shall not be construed as a commitment by either of the Parties to continue an employment relationship for any certain period of time.

Resolution No. 2015-363  
Adopted: April 30, 2015