

**Intellectual Property Rights Policy**  
**Moirai Conservation and Research Inc.**

Adopted by resolution of the governing board

Should work that a director or volunteer (hereafter also referred to as “the Creator”) performs for Moirai Conservation and Research Inc. (hereafter also referred to as “the Organization”) result in the creation of intellectual property rights, the Creator agrees that:

- a. such intellectual property shall be deemed a work made for hire owned by the Organization, and
- b. to the extent it does not qualify as a work made for hire for any reason, the Creator irrevocably and unconditionally assigns to the Organization all rights, title, and interest in and to any such intellectual property rights, and
- c. this is true even if the material developed by the Creator is published under his or her name by the Organization or some other entity.

The Creator further agrees that he or she will not make personal commercial use of the information or material developed for the Organization, either while serving as a director or volunteer, or after leaving the Organization, without the express written approval of the Organization.