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- A. As used herein, the term "Confidential Information" shall mean any and all information, regardless of whether kept in a document, electronic storage medium, or in the Licensees memory, and includes, but not limited to, all data, the sequence or methodology of interview questions, answer sets, compilations, programs, devices, strategies, concepts, ideas or methods concerning or related to:
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- ii. the know-how, assembly processes and techniques, strategies, computer programs, data, schematics, design work, formulae, methods of investigation, methodology of assembling and producing findings (i.e., verbal or written reports) to clients, reports, work product, compositions, service techniques and protocols, new and existing product designs and specifications, any modifications to such product designs and specifications and other skills, ideas, developed, accumulated, or acquired by the Licensor;
- B. As used herein, "Trade Secrets" includes certain Confidential Information, and means, as provided in the Uniform Trade Secrets Act (Civil Code § 3426.1(d)), without limitation, information, including a formula, pattern, compilation, program, device, method, technique, or process that: (1) Derives independent economic value, actual or potential, from not being generally known to the public or to other persons who can obtain economic value from its disclosure or use; and (2) Is the subject of efforts that are reasonable under the circumstances to maintain its secrecy.
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- III. Intellectual Property, templates, interview questions and answer sets, protocols, systems, machines, methods, processes, uses, apparatuses, compositions of matter, designs or configurations, computer programs of any kind, discovered, conceived, reduced to practice, developed, made, or produced, or any improvements to them, (and shall not be limited to the meaning of "Invention" under the United States patent laws), including, without limitation, any and all such Inventions provided by Licensor to Licensee pursuant to this License, or any Inventions generated and maintained on any form of electronic media, that Licensee generates, either alone or jointly with others, during the Term of this License. All such Inventions generated by Licensee are being specially commissioned by Licensor as contribution to an original work of authorship and, accordingly, the copyright (and all renewals and extensions thereof) and all other proprietary rights, title and interest in such Inventions shall be owned by Company as the author of such Invention, which shall be considered "works-madefor-hire," pursuant to the United States Copyright Act. Any Invention derivative of Licensor's Inventions, developed or under development during the Term of this License, and made, conceived, or suggested by Licensee, either alone or jointly with others, at any time following termination of this License, shall be irrebuttably presumed to have been made, conceived, or suggested in the course of Licensee's engagement and with the use of Licensor's time, materials, or facilities, and shall be subject to the assignment provisions of this Section. If any of such Inventions are not deemed "works-made-for-hire," Licensee shall assign such Inventions to Licensor pursuant to Section 3, below.
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- 9. Should an allegation arise that a violation / breach *may have occurred* whether the allegation is the result of an undisclosed "anonymous tip" or the result of physical evidence revealed; the Licensee agrees to provide, all origin and cause reports generated (by licensee or by the entity that the Licensee represents) and any other documentation generated for the licensed Inventions hereunder for a period of five years starting from the date of the acceptance of this agreement. In addition the licensee agrees to provide copies of all origin and cause reports generated (by licensee or entity) in the three months prior to the date of the acceptance of this agreement. These materials will be provided to a neutral third party of the Licensors' choosing for content / text comparison and review purposes to determine if a violation/breach has occurred. The only changes permitted to the

documents provided would be the redaction of confidential information. Both parties agree to accept the third parties determination regarding the "absence or presence of a violation / breach" as factual and conclusive and not subject to dispute.

- 10. To address the Licensee, (individual or entities') concerns involving moral turpitude, professional reputation or other similar; Licensor agrees that should an allegation arise of a violation / breach (or should one be determined to have occurred) all executed settlement agreements with Licensor shall include a confidentiality clause regarding the actions, efforts, documents, penalties due or paid.
- 11. Licensee acknowledges and agrees that the business of the Licensor is highly competitive, and that violation of any of the covenants provided for in this Agreement would cause immediate, immeasurable, and irreparable harm, loss and damage to the Licensor not adequately compensable by a monetary award. Accordingly, the Licensee agrees, without limiting any of the other remedies or damages available to the Licensor, that any violation of said covenants, or any of them, may be enjoined or restrained by any court of competent jurisdiction, and that any temporary restraining order or emergency, preliminary or final injunctions may be issued by any court of competent jurisdiction. In the event a court, arbitrator, or mediator decided that violation(s) of this Agreement has/have occurred, the Licensee hereby agrees that the Licensor may elect, in its sole discretion, to have the Licensee pay a penalty of five thousand dollars (\$5000 USD) per report generated regardless of the percentage of report content plus all costs associated with identifying, discovering, pursuing, verifying and / or litigating any violation. Licensee acknowledges and agrees that Licensor need not elect such penalty payment remedy, and may instead seek any other remedy available at law and equity.

## 12. Investigative Efforts.

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- B. Licensee acknowledges and confirms their agreement with this section of the agreement. Specifically that it precludes their use of the scene documentation and report automation software skills and abilities obtained in any future endeavor.
- C. The Licensor and Licensee agree and acknowledge that the information, training, education and corresponding expertise resulting from the use of the software are considered the intellectual property (and or trade secrets) of the company. In addition that the Licensee is prohibited from distributing or otherwise disseminating the information and expertise obtained as a result of the use of the software.

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- 2. No delay on the part of any party in the exercise of any right or remedy shall operate as a waiver thereof, and no single or partial exercise by any party of any right or remedy shall preclude an additional or further exercise thereof or the exercise of any other right or remedy.
- 3. This Agreement is being delivered and executed in the State of California, and the validity, construction, and the enforceability of this Agreement shall be governed in all respects by the laws of the State of California, without regard to the principles of comity or conflicts of laws of such state.
- 4. This Agreement may be executed in any one or more counterparts, each of which shall constitute an original, no other counterpart needing to be produced, and all of which, when taken together, shall constitute but one and the same instrument.
- 5. It is the desire of the parties that the provisions of this Agreement be enforced to the fullest extent permissible under the laws and public policies in each jurisdiction in which enforcement might be sought. Accordingly, whenever possible, each of the provisions of this Agreement shall be construed and interpreted in such a manner as to be effective and valid under California law. If any provision of this Agreement or the application of any provision of this Agreement to any party or circumstance shall be prohibited by, or invalid under applicable law, such provision shall be ineffective only to the extent of such prohibition without invalidating the remainder of such provision, any other provision of this Agreement, or the application of such provision to other parties or circumstances.
- 6. This agreement constitutes the entire agreement between Licensee and the Licensor regarding the subject matter of this Agreement and supersedes all other agreements, whether written, oral, or implied, regarding the subject matter of this Agreement.
- 7. The headings of paragraphs herein are merely for convenience of reference and shall not affect the interpretation of any of the provisions hereof. Whenever the context so requires, the plural shall include the singular and vice versa.
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- 9. Licensee agrees to prior to engagement of any future endeavors to advise all future employers, clients, or other parties which may be affected by the contents, obligations and restrictions contained within this agreement.
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- 11. In consideration of the value to the Licensee and company, the contents and obligations included within this document is agreed by all parties to be sufficient to deem the agreement acceptable. In the event a third-party reviews this document and is requested or required to mediate, arbitrate, judge or otherwise become involved to settle a dispute. The following requests are made by both parties when considering the content and implications of the conditions and obligations contained:
- A. Each party asserts that the terms conditions, obligations and restrictions contained within this document are obvious in their intent. From each of the individuals points of reference, the company is attempting

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- C. Each party requests that during any dispute resolution process, that the arbiter (or other similar individual) consider the overall goals and agreements contained and not to hold each letter, word or paragraph of the document which if removed or diminished the ability to protect the company in maintaining confidentiality and or trade secrets as result of the information gleaned during the Licensee paid or unpaid subscription period.
- D. Each party asserts and agrees that every contract or agreement held to aggressive legal scrutiny can be breached, minimized or otherwise nullified. Each party is willing to defer to common sense interpretation and application during any dispute resolution process.
- E. Each party asserts and agrees that this contract / agreement are flawed. It is and was the intent of the parties to enter into these agreements for the purposes allowing an opportunity for Licensee to benefit from the company's software product. In part the purpose of this agreement is to preserve the companies' confidentiality, confidential information and trade secrets.
- F. Each party asserts and agrees that this contract / agreement could have been assembled, refined and made better through independent legal analysis. All parties have elected to forgo that process (and the likely significant additional legal costs) and to depend upon the terms and conditions contained within this document and the common sense, implications contained.
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