This Intellectual Property Rights Clause (“Clause”) forms an integral part of the employment agreement between ABS Company (“Employer”) and Michael Green (“Employee”), collectively referred to as the “Parties.”

**1. Ownership of Intellectual Property**  
Michael Green acknowledges and agrees that all inventions, discoveries, developments, improvements, processes, designs, works of authorship, trade secrets, patents, copyrights, trademarks, and any other intellectual property (“IP”) that:

* Are conceived, created, developed, or reduced to practice by Michael Green, either solely or jointly with others,
* During the term of his employment, and
* Within the scope of his work or using ABS Company resources,  
  shall be the exclusive property of ABS Company.

**2. Assignment of Rights**  
Michael Green hereby assigns, transfers, and conveys to ABS Company all right, title, and interest worldwide in and to any such IP, including any applications or registrations related thereto. This assignment shall be effective immediately upon creation of the IP.

**3. Disclosure Obligations**  
Michael Green agrees to promptly disclose in writing to the Employer all IP created or developed during his employment that relate to ABS Company’s business or anticipated business activities. Disclosure shall include sufficient information to enable ABS Company to understand and evaluate the invention or work.

**4. Assistance and Further Documentation**  
Michael Green agrees to assist ABS Company, both during and after the term of employment, in securing, maintaining, and enforcing IP rights, including signing documents necessary to apply for patents or copyrights or other protections at the expense of ABS Company.

**5. Protection of Intellectual Property**  
Michael Green shall maintain confidentiality of all proprietary IP and shall not use or disclose any such IP outside the scope of his employment without prior written authorization from ABS Company.

**6. Exceptions**  
IP created entirely on Michael Green’s own time without using ABS resources and unrelated to the Company’s business, shall remain the Employee’s property, provided disclosure obligations are met and no conflict with Company interests exists.

*Signed this [Date]*

Michael Green, Employee

Picture of signature

Olivia Wilson

Manager