

**Question 1:** Identify and briefly discuss three key advantages that trade secret law has over the use of patents and copyrights in protecting intellectual property. Are there any drawbacks with the use of trade secrets to protect intellectual property?

No time limitations.

No need to file an application.

Patents can be ruled invalid by courts.

No filing or application fees.

Trade secret law has several key advantages over the use of patents and copyrights in protecting companies from losing control of their intellectual property, as summarized in the following list: There are no time limitations on the protection of trade secrets, as there are with patents and copyrights.

There is no need to file an application, make disclosures to any person or agency, or disclose a trade secret to outsiders to gain protection. (After the USPTO issues a patent, competitors can obtain a detailed description of it.)

Although patents can be ruled invalid by the courts, meaning that the affected inventions will no longer have patent protection, this risk does not exist for trade secrets.

No filing or application fees are required to protect a trade secret.

Drawbacks of using trade secrets to protect intellectual property: the trade secret laws vary greatly from country to country—the Philippines provides no legal protection for trade secrets and many Asian countries require foreign companies operating there to transfer rights to their technology to locally controlled enterprises. Trade secrets can be lost and employees are the greatest threat to the loss of company trade secrets, whether by accident or theft.

**Question 2:** Do you believe that spam is actually harmful? Why or why not?

To determine whether the spam is harmful or not depends on the message itself or how big the message is. If a spammer sent a lot of messages that's really big, it might slow your computer or the internet speed, decrease your working efficiency.

But if the messages contain worms or virus, it might cause problems to your computer.

If the spam does not contain any virus or neither slows your computer down, then it's just annoying messages which causes no harm if you ignore it.

**Question 3:** What type of online information about a candidate should employment managers consider when screening candidates for a job interview? Give three examples of information that

should automatically disqualify a candidate from a job offer. Give three examples of online information that should increase a candidate's chances of a job offer.

Companies may reject candidates who post:

- Information about their drinking or drug use.
- Provocative or inappropriate photos.
- Discriminatory remarks relating to race, gender, or religion.
- Confidential information of previous employers.

Almost as many, 44% of hiring managers want to see if a candidate is creative.

45% are researching potential hires on social media to find out more about that candidate's qualifications.

More than half of hiring managers (51%) say that they're looking to see if the candidate will be a good fit with the corporate culture.

Involved in community.