**Memo**

**To:** Productivity Software Team

**From:** Corey Crooks

**Date:** September 27, 2023

**Re:** Ethical project violations

Upon review of the final code of the commissioned productivity software, several instances of ethics violations were uncovered. Namely, code found within the software appears to have a source in proprietary software that has been approved neither by our company, nor that which the code was taken from. Additionally, images used do not appear with credits, or use permissions from those that made them.

Breaches of such a nature are as serious as they are urgent. Unethical development processes have the potential to shut down entire development firms like ours, and cannot be allowed implementation into the software we develop together.

This incident has led to the termination of offending employees, as well as onboarding of new personally to re-implement the violations ethically. The software has been established once more to avoid further breaches, and operate effectively. With the new version of the software, testing has shown an acceptable output of ethics-inclined material.

This has unfortunately led to a delay in the overall timeline of this project, and caused undue grief on the client we are working for. The new delay has caused a displacement of their work, and issued new challenges requiring their adaptability in an already difficult circumstance. This adaptability required may impact their stability going forward as a result.

We are not immune to the effects of this breach, either. The delay has caused additional monetary investments from the increase in time and resources spent rectifying this situation. This has also damaged our reputation as a software development firm, and provider of quality components. This has in turn affected our relationship in the software environment to pose new risks to client-gathering. This event has shown to be regrettable.