Derek Evans

* Worked for small software development firm
  + Primary contributor in design
  + Software was the “lifeblood” of the firm
* Firm never asked Derek to sign an agreement that the software he develops belongs to them
* Derek’s new employer did ask him to sign one
* Now working for much larger firm
* His job involves speaking with customers having problems and cross referencing large amounts of information
* He thinks he can make some modifications to the program he developed for the other company to make his job a bit easier
* Friday: Derek decides to make the adaptation on Monday
* Saturday: Derek attends a part with two old friends
  + Discussed what everyone has been doing recently
  + Derek mentions plan to adapt the software
  + Horace asks if its unethical to do that, because the system belongs to previous employer
  + Derek say he’s just trying to:
    - make his work more efficient
    - Isn’t going to sell it for anyone
    - It’s just for personal use
    - And he did help design it
    - It’s also not exactly the same system, he’s made changes
* Monday: Derek installs the system
* Others are impressed with his efficiency
* Derek realizes software could have company-wide adaptability
* Superiors notice and offer him opportunity to introduce the system in other parts of the company
* Derek remembers conversation at the party
  + Suggests previous employer be contacted and software be negotiated with the firm
  + Superiors resist the suggestion firmly
  + Superiors insist software is now their property
* Derek contests, but his job is threatened
* New software will be implemented anyway, with or without Derek

**What should Derek do now?**

**Should Horace tell friends at the smaller firm about Derek’s use of the software?**

1. **Who could be affected by decision?**
2. **What are the key principles of this case?**
3. **Identify the dilemmas Derek is facing**
4. **List the key facts in the case, including any other information you would need to address the problem**
5. **Present possible solution to the problem, explain why, and strengths/weaknesses**