

COPYRIGHT POLICY

Due to the nature of this company's business, MDA Insurance & Financial Group, Inc. (IFG) board, committee members, as well as other volunteers and staff, may from time to time become involved in special IFG projects that involve copyrighted or copyrightable materials.

All such materials belong solely and wholly to IFG, and IFG holds any and all rights to obtain copyrights for such materials in its name.

Further, any and all contributions made by these volunteers and staff to such proprietary projects shall be original works, not copied in whole or in part from the works of third parties.

Each volunteer and staff member involved in the business of IFG shall agree to assign any and all ownership rights they may have in these materials to IFG and shall, upon request, execute any necessary documents to this effect.

The copyright assignment policy of the board of directors is as follows:

The undersigned is a member of the MDA Insurance & Financial Group, Inc. (IFG) staff and/or Michigan Dental Association (MDA) staff who works closely with IFG on various projects. While serving in this capacity, he or she may from time to time become involved in special projects that involve copyrighted or copyrightable materials. Pursuant to the IFG Copyright Policy, this employee acknowledges that all such materials belong solely and wholly to IFG, and that IFG holds any and all rights to obtain copyrights for such materials in its name. Further, they agree that any and all contributions made by these volunteers and staff to such proprietary materials shall be original works, not copied in whole or in part from the works of third parties.

The undersigned staff member hereby assigns any and all ownership rights they may have in these materials to IFG and agrees to execute any additional documents necessary to effect this assignment to IFG upon request.

Adopted by the BOD: 8-395
Amended Resol 3-1195