

VioPixel Intellectual Property (IP) Ownership Policy

Effective Date: 03/01/2019

1. Purpose

At VioPixel, we thrive on creativity, innovation, and bold design. As a company that builds **Memorable Websites That Leave Impressions**, intellectual property (IP) is at the core of our success. This policy establishes clear guidelines on the ownership, use, and protection of intellectual property created, developed, or used within VioPixel to ensure fairness, transparency, and alignment with our company culture.

2. Scope

This policy applies to all employees, contractors, freelancers, partners, and third-party collaborators who create, contribute to, or have access to VioPixel's intellectual property. It covers, but is not limited to:

- Website designs, wireframes, UI/UX elements, and prototypes
- Custom code, scripts, plugins, and software
- Brand assets, logos, and marketing materials
- Proprietary methodologies and business processes
- Client deliverables and creative work

3. Ownership of Intellectual Property

- **Company-Owned IP:** Any work, ideas, designs, or materials created by employees during their tenure at VioPixel are the exclusive property of VioPixel.
- **Contractor & Freelancer Contributions:** Unless otherwise agreed upon in writing, all work developed by independent contractors or freelancers for VioPixel is owned by VioPixel upon completion and payment. Contractors may not claim ownership or reuse materials without explicit written permission.
- **Client Work & Licensing:** Clients retain ownership of final project deliverables as defined in their agreements with VioPixel. However, VioPixel reserves the right to showcase completed work for portfolio and marketing purposes unless a non-disclosure

agreement (NDA) states otherwise.

- **Open-Source & Third-Party Tools:** If external code, fonts, assets, or plugins are used in any project, proper licensing and compliance with copyright laws must be ensured. Employees must not incorporate unauthorized third-party content into VioPixel or client projects.

4. Employee & Contractor Responsibilities

- Employees and contractors must not distribute, share, or use VioPixel's intellectual property outside of their work obligations.
- All VioPixel-created work must remain within the company's secured digital infrastructure unless approved for external use.
- Upon termination or completion of a contract, all intellectual property, files, and assets must be returned to VioPixel, and unauthorized copies must be deleted.

5. Protection of Intellectual Property

- VioPixel enforces strict confidentiality agreements (NDAs) for employees, contractors, and partners to protect proprietary work.
- Any suspected unauthorized use, duplication, or theft of VioPixel's IP must be reported immediately to leadership or legal counsel.
- All digital assets must be securely stored, with restricted access based on job roles and project involvement.

6. Violation & Enforcement

Any violation of this policy, including unauthorized use, sharing, or claiming ownership of VioPixel's intellectual property, will result in disciplinary action, up to and including termination and legal action. VioPixel reserves the right to seek damages and take appropriate legal measures to protect its intellectual assets.

7. Commitment to Creativity & Innovation

Our commitment to **Creativity First** means we value innovation and originality. By safeguarding intellectual property, we ensure that our work remains cutting-edge, our clients receive unparalleled quality, and our team is empowered to create fearlessly.