

## **Software and Copyright Policy**

In light of the fact that LCS encourages creativity among its staff, LCS is willing to waive any rights it may have under the 'work for hire' doctrine for any intellectual property created by its employees ('Creator') during the scope of their employment, provided, however, LCS shall have the right to an unlimited license to use the Materials in the course of educating its students at no cost to the school. 'Materials' shall be defined as works which benefit LCS and its productivity, functionality, and activity. Materials shall not include privately produced and non-educational works. The Creator shall have the right to use, market, sell, license, or otherwise convey the Materials and any new technologies, information, or applications developed therefrom. It is also understood that in the event LCS incurs any costs associated with the marketing, sale, or development of the Materials for anyone other than LCS, LCS shall be entitled to a percentage of the profits, not to exceed three percent (3%), until all costs incurred by LCS are reimbursed in full.

LCS Policy Adopted August 9, 2012  
Amended November 8, 2012

Cross reference: EGAD, Copyright Compliance