

Employee AI Innovation Addendum (Lightweight Version)

****Effective Date****: _____

****Between****: _____ ("Company") and _____ ("Employee")

1. Definitions

- ****AI-Assisted Innovation****: Any invention, design, or creative work developed by the Employee with the help of AI tools during employment.
- ****AI Training Data****: Conversations, code, or documents created by the Employee that could be used to train AI models.

2. Ownership & Attribution

- ****Shared Rights****: Employee retains ****10–15% ownership interest**** in AI-Assisted Innovations created during employment. Company holds the remaining rights and exclusive commercialization license.
- ****Attribution****: Employee must be named as an inventor or creator on patents and public materials related to their innovations.

3. Independent Innovation

- Work created entirely outside of company hours, without company resources, and unrelated to company business remains ****100% Employee property****.

4. AI Training Data

- ****Consent Required****: Company must obtain Employee ' s written consent before using their AI interactions for training.
- ****Opt-Out Protection****: Employee may opt out at any time without penalty.
- ****Optional Compensation****: If Employee agrees to allow data use, Company will provide a ****reasonable stipend or bonus****, to be negotiated.

5. Value Recognition

- ****Innovation Bonus****: \$5,000 upon filing of a patent application; additional bonus upon grant.
- ****Equity Grants****: When possible, stock options tied to innovations shall be priced ****before the innovation ' s value is fully recognized****.

6. Departure Provisions

- Employee may retain attribution and shared ownership rights to innovations as described in Section 2.
- Non-compete clauses do not apply to innovations where Employee retains ownership rights.

7. General Terms

- This Addendum modifies and supersedes conflicting provisions of the original Employment Agreement regarding innovation and IP rights.
- Any modifications require written agreement by both parties.
- If any clause is unenforceable, the rest of the Addendum remains in effect.

****Employee Acknowledgment****

I understand and agree to these terms.

Employee Signature

Date: _____

****Company Acknowledgment****

Authorized Signature

Title: _____

Date: _____