



**ICYPAA**

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

**International Conference of Young People In Alcoholics Anonymous, Inc.  
Works Made for Hire Agreement**

This Works Made for Hire Agreement (hereafter "Agreement") is made as of the date of signature below ("Effective Date"), by and between the International Conference of Young People in Alcoholics Anonymous, Inc. (hereafter "ICYPAA"), a State of Colorado Non-Profit Corporation, and \_\_\_\_\_, a Member of the ICYPAA Board of Directors (hereafter "Board Member"). The Term of this Agreement shall begin from the Effective Date and last in duration until the Board Member is no longer a member of the ICYPAA Board of Directors.

This Agreement covers all Works, as defined in Title 17 U.S.C § 102 of the Copyright Code, that a Board Member may create (which includes but is not limited to: documents, guides, plans, etc...) during the Term and within the scope of the Board Member's duties as a member of the ICYPAA Board of Directors. The Member acknowledges that all Works, updates and/or revisions created within the scope of their duties as a ICYPAA Board Member shall be considered a Works Made for Hire under the copyright law taking effect January 1, 1978, and all authorship in and to the Works shall be vested with ICYPAA as the Author.

To the extent that any of the Works may not, by operation of law, be a Works Made for Hire in accordance with the terms of this Agreement, then the Board Member hereby assigns to ICYPAA all right, title and interest in and to any copyright, and ICYPAA shall have the right to obtain and hold in its own name any copyrights, registrations and other property rights which may be available.

This Agreement shall be construed and interpreted according to the laws of the State of California and shall be binding upon the parties herero, their heirs, successors, assigns, and personal representatives; and references to Board Member and to ICYPAA shall include their heirs, successor, assigns and personal representative.

Please indicate acceptance of the terms set forth above by counter-signing a copy of this Agreement.

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(Board Member)

\_\_\_\_\_

(ICYPAA Authorized Signer)

\_\_\_\_\_

(Date)

\_\_\_\_\_

(Date)