

Ethical Collaboration Mentorship Agreement

The Ethical Mentorship Agreement™

I, the undersigned, wish to become a Member of the Ethical Collaboration Community in a Mentorship capacity. The Mentorship capacity can be either as a Mentor or as a Mentee. As such, I agree as follows:

I agree that I am not responsible for keeping another Member's secrets unless there is a separate Non-Disclosure Agreement in place between me and the other Member.

I agree that when I choose to mentor or advise other Members (Mentees), I do so without compensation or expectation of compensation. Such mentoring may involve giving advice, ideas, or other information to another Member, and such information may include two types of information: encumbered ideas, and unencumbered ideas.

Encumbered ideas are ideas that have a previous obligation to assign or which are previously owned by me or a third party. These may include ideas encumbered under a preexisting employer or business obligation or which relate to a prior or existing project of mine, or publicly available information. Unencumbered ideas are new ideas unrelated to any prior encumbrances and that directly relate to another Member's project.

I hereby grant to a Mentee a royalty-free, non-exclusive license with the right to sublicense to unencumbered ideas that I

Member:

Address:

create during a Mentor/Mentee relationship under this Agreement.

I agree that if there is a dispute about this agreement, either party has an option to seek non-binding mediation, and, if that fails or instead of mediation, either party may seek binding arbitration to settle the disagreement. I agree that when arbitration is requested by one Member, both Members are committed to binding arbitration.

I agree to allow Ethical Collaboration Association, Inc., a non-profit corporation, to administer the dispute through mediation and arbitration, but the final decisions, if any, shall be made by independent third parties. Costs for mediation or arbitration are borne by the participants, and are determined and allocated by the mediator or arbitrator.

This Agreement does not create a joint venture, partnership, or other type of relationship with any Member or with the Ethical Collaboration Association, Inc.

I agree that if another Member and I decide to formalize our relationship with another agreement, we can do so at any time.

Email:

Date:

Signature: