

IAAO Confidentiality, Non-Disclosure and Intellectual Property Agreement

IAAO Confidentiality, Non-Disclosure and Intellectual Property Agreement It is the policy of the International Association of Assessing Officers (“IAAO”) that a condition to serving as an officer, director, committee member or other volunteer of IAAO, or a staff member, is agreeing to maintain the confidentiality of Confidential Information (as defined below), use Confidential Information solely for the benefit of IAAO and assign to IAAO any works of authorship created for IAAO.

Accordingly, the undersigned (“I”) hereby agrees that I (a) will not, both during the period of my service with IAAO or at any time thereafter, disclose, divulge or reveal to any person, or use for any purpose other than the exclusive benefit of IAAO, any Confidential Information, whether contained in my memory or embodied in writing or other physical form other than disclosures (a) that IAAO has authorized in writing, or (b) required by applicable law (in which case, to the extent not prohibited by law, I agree to advise IAAO in advance of the disclosure so that IAAO may obtain a protective order or other confidential treatment). I further agree, upon the end of my service with IAAO or earlier upon request of IAAO, to return to IAAO, delete or destroy all documents, electronic files, and other materials that may contain Confidential Information and, if requested by IAAO, to confirm in writing the return, deletion or destruction of all such materials.

I agree to inform IAAO’s Executive Director immediately if I believe any violation (unintentional or otherwise) of this Agreement has occurred.

As used in this Agreement, “Confidential Information” means any data, information or documentation related to IAAO, its members or its operations which is not generally known to the public and was disclosed in connection with my service with IAAO.

Except as otherwise set forth in a written agreement between me and IAAO, if I participate in creating, reviewing, editing or updating any materials or documents for IAAO, I understand that IAAO will be the author and owner of all copyrightable subject matter that I contribute (“Work Product”) and that I may not use such Work Product elsewhere without permission in writing from IAAO. Accordingly, any and all Work Product that may qualify as “work made for hire” as defined in the Copyright Act of 1976 (17 U.S.C. § 101) is hereby deemed “work made for hire” for IAAO and all copyrights therein shall automatically and immediately vest in IAAO. To the extent that any Work Product does not constitute “work made for hire,” I hereby irrevocably assign to IAAO and its successors and assigns, for no additional consideration, my entire right, title, and interest in and to the Work Product and all intellectual property rights therein, including the right to sue, counterclaim, and recover for all past, present, and future infringement, misappropriation, or dilution thereof. To the extent any copyrights are assigned under this Agreement, I hereby irrevocably waive in favor of IAAO, to the extent permitted by applicable law, any and all “moral rights” in relation to all Work Product to which the assigned copyrights apply. Upon the request of IAAO, during and after my service with IAAO, I shall promptly take such further actions,

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including execution and delivery of all appropriate instruments of conveyance, and provide such further cooperation, as may be necessary to assist IAAO to apply for, prosecute, register, maintain, perfect, record, or enforce its rights in any Work Product and all intellectual property rights therein. In the event IAAO is unable, after reasonable effort, to obtain my signature on any such documents, I hereby irrevocably designate and appoint IAAO as my agent and attorney-in-fact, to act for and on my behalf solely to execute and file any such application or other document and do all other lawfully permitted acts to further the prosecution and issuance of patents, copyrights, or other intellectual property protection related to the Work Product. I agree that this power of attorney is coupled with an interest.

I understand that violation of this Agreement may lead to monetary damages, injunctive relief and/or disciplinary action, including any action being reviewed by the IAAO Ethics Committee.

Signature _____

Name _____

Date _____

Approved September 15, 2025