



**WORK-FOR-HIRE AGREEMENT
BETWEEN FRIENDS PUBLISHING CORPORATION AND ITS EMPLOYEES, CONTRACTORS, AND INTERNS**

This agreement (the "Agreement") is made and entered into as of _____ (the "Effective Date"). I, _____ ("Contractor"), hereby agree to perform certain services, as directed by Friends Publishing Corporation ("Publisher"), in connection with the creation of content for *Friends Journal*.

1. Ownership Rights.

(a) I hereby acknowledge and agree that in consideration for the opportunity to provide services for Publisher and any compensation, privileges or benefits that I may receive in connection with providing such services, the results and proceeds of any services I provide to Publisher (the "Work"), unless provided otherwise in an addendum to this Agreement and signed by both parties, shall have been specially commissioned by Publisher as a work made for hire within the meaning of United States Copyright Law, and that Publisher is the author and owner of all right, title, and interest in and to the Work, including but not limited to all copyrights in the Work (and all renewals and extensions thereof), with the express right to use and change the Work in any manner that Publisher may determine.

(b) If any of the Work is determined not to be a work made for hire, and with respect to all other intellectual property rights, I hereby fully assign to Publisher in perpetuity all right, title and interest therein and thereto, including but not limited to all copyrights (and all renewals and extensions thereof), without further consideration.

2. Representations.

(a) I will notify Publisher if the Work contains any material from other copyrighted works. Absent such notification, I hereby represent and warrant to Publisher that the Work provided to Publisher is unique and original to me, clear of claims or encumbrances, and does not infringe on the rights of any third parties.

3. Notice.

Any notice required pursuant to this Agreement shall be in writing and shall be sent by (a) electronic mail, read receipt requested, (b) registered or certified mail, or (c) nationally recognized courier service, to the attention of the signatory to this Agreement at the address set forth below. Either party may from time to time change the address to which notices to it are to be sent by notifying the other party, in writing, of the change and the new address.

Publisher:
Address: 1216 Arch Street, Suite 2A,
Philadelphia, PA 19107
Attention: Executive Director
Email: ed@friendsjournal.org
Phone number: (215)563-8629

Contractor:
Name:
Address:
Email:
Phone number:

4. Miscellaneous.

(a) Sections 3, 4(b), 4(d), 4(e) and this Section 4(a) shall survive termination of this Agreement.

(b) I hereby agree that I will not assign this Agreement in whole or in part without the prior written consent of Publisher.

(c) This Agreement may not be modified or amended except in a writing executed by the parties that refers to this Agreement.

(d) This Agreement and its rights, privileges, duties and obligations shall inure to the benefit of and be binding upon each of the parties hereto, together with their respective heirs, successors and permitted assigns.

(e) This agreement shall be construed pursuant to the laws of the Commonwealth of Pennsylvania regardless of its conflict of law provisions. Venue for all legal proceedings between the parties arising out of this Agreement, or its breach, shall be in the state or federal courts with competent jurisdiction in Philadelphia County, Pennsylvania, and each party agrees to personal jurisdiction in Philadelphia County and waives any objection to jurisdiction or venue there.

The parties have caused this Agreement to be executed as of the date first written above.

FRIENDS PUBLISHING CORPORATION

CONTRACTOR

By: _____

By: _____

Print Name: _____

Print Name: _____

Title: _____