

Top Secret



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*Many employment agreements don't address use of 'personal' assets such as laptops, mobile phones and removable media.*

## Theft of IP

### The departure of your staff (and your IP?)

Staff departing through resignation or dismissal creates a risk to the Intellectual Property (IP) of their employer. Once an employee announces a decision to move on to a new job, the employer needs to take steps to prevent valuable IP going out the door.

As the employer, you can take steps yourself including:

1. Identifying 'key' positions within the organisation
2. Implementing a departure process
3. Incorporating laptops, mobiles and USB thumb drives into employment agreements

Whether it is current client and contact lists, company templates, proposals, price lists, blueprints or other sensitive information, companies are unable to take action regarding the loss of the IP until they first identify that it has been taken.

Ferrier Hodgson Forensics can assist by:

1. Forensically capturing all electronic data from:
  - Personal computers
  - Email servers
  - Blackberry's and mobile phones
  - Network and 'Home' directories
2. Conducting forensic analysis in respect of:
  - Email and attachments sent out in the period preceding the departure
  - Internet history – evidence of company name inquiries, real estate inquiries
  - Deleted files – was material deleted preceding the departure
  - Use of webmail accounts and instant messaging software – these often bypass organisation email infrastructure and are used to send documents out



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