

## Inventor Rewards and Recognition Program Best Practices Analysis

Best practices lead to superior performance. The purpose of the Best Practices Analysis is to illuminate the best practices associated with inventor rewards and recognition programs (IRRP). We analyzed key questions using a number of IP program performance metrics to provide best practices guidance.



Following are the inventor rewards practices questions analyzed:

- Companies that provide financial rewards for all utility patent events (3).
- What is the financial amount awarded for utility patent related events?
- Does your company "gross up" your financial awards to cover taxes?
- Do you have financial awards that are structured so as to be long-term compensation for employee retention purposes?
- Does your company recognize or reward inventor(s) for significant commercial successes of their invention?
- Is there a public display of plaques for the inventors?
- Do you have an annual recognition or reward for your most prolific or key inventor(s)?
- Where are the locations for your company's recognition events?
- How frequently does your company review the IRRP program?
- Which department manages, monitors and promotes your company's IRRP?
- How are inventors informed about their rewards or recognition?
- Is the responsibility of submitting invention disclosures or gaining patents included in R&D personnel job descriptions?
- Are R&D personnel invention activities discussed and/or measured in their annual review?

The performance metrics that we used to evaluate IRRP best practices and which show superior performance are:

- Patent efficiency: number of patents filed per million dollars spent on R&D
- Invention disclosure activity: the number of invention disclosures (ID) per one million dollars spent on R&D
- Inventor participation: the number of invention disclosures per inventor
- Inventions per capita: the number of patent applications per inventor
- Prospective Inventors: Percentage of R&D engineers engaged in patentable innovation
- One million dollars of R&D spent per patent application
- One million dollars of R&D spent per invention disclosures
- Percentage of internally generated IDs that were filed original patent applications
- Percentage of Prospective Inventors who submitted invention disclosures
- Percentage of Prospective Inventors who are named on patent applications

### Contact Information