

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

A study of incentive program structures, reward amounts, and award program strategies

Designing and implementing a robust inventor rewards program can be daunting. To be successful, this program must motivate your inventor community to **increase valuable innovations**, prompt **new inventors** to submit inventions, and **improve inventor support** of your intellectual property (IP) protection program. Simply establishing a program will not guarantee increased participation—or ultimate success.

The Inventor Rewards and Recognition Programs (IRRP) Best Practices Benchmark Report includes quantitative data from a survey of 30 innovation-driven companies across 17 major industries. **This information will show you how to create a winning incentive program and avoid the mistakes made by others.** In the report, corporate leaders share what does, and does not, work.

For example, you will learn the types of recognition and the actual financial amounts being used for:

- Invention disclosures
- Initial patent filings
- Patent grants
- Trade secrets
- Defensive publications
- Provisional patent applications
- Licensed technology
- Intellectual property in products

ipPerformance Group research presents the definitive guide to inventor incentives and remunerations in innovation-driven companies. This comprehensive report showcases financial and nonfinancial awards; program management and budgets; program performance and improvements, and remuneration practices and experiences in jurisdictions with laws covering inventor remuneration and rights. You will acquire valuable information on such factors as the:

- Financial award amounts and caps for 19 types of IP achievements
- Variety and effectiveness of financial and nonfinancial awards
- Variety and effectiveness of extraordinary awards
- Methods of promoting the program
- Corporate function responsible for managing, monitoring, and budgeting inventor incentives
- Number of awards offered
- Methods used to communicate and explain awards to inventors

Benchmark Report at a Glance

Number of companies
30 participants
17 major industries

Information type
Graphics
Metrics
Ratios
Key findings
Recommendations

Report length
185 pages

WHAT YOU WILL LEARN

- The intellectual property achievements that are most awarded and which awards are most effective
- The dollar amounts awarded for each IP achievement
- The functions responsible for managing, monitoring, and promoting the inventor rewards and recognition program
- Total amounts paid out for various patent types (non-provisional, provisional and design)
- The rewards and recognition offered by top-performing companies
- The rewards and recognition offered by companies, based on company size and innovation activity levels
- The number of awards peer companies offer
- Practices for handling international remuneration compliance
- The diversity of awards from a significant cross-industry sample
- The frequency that companies review and revise their IRRP
- Recent IRRP changes companies have made and measurable results
- Recognitions reported as most significant impact

HOW YOU WILL FIND THIS REPORT USEFUL

- Use the data to evaluate your program framework
- Compare your budget and program performance
- Assess your reward amounts for each IP achievement
- Substantiate needed changes to top management
- Substantiate incentives to the inventor community
- Identify incentives that affect inventor behavior
- Ascertain new and unique awards to add to your program
- See the prevalence and amounts of financial rewards
- Build executive support for improving a reward program
- Identify ways your company can improve its IRRP and improve performance (e.g., increase the quality of patent filings; increase the number of new inventors submitting invention ideas)

Read this report, and arm yourself with indispensable information to help develop and maintain cost-effective incentives that will increase the quality and the value of your inventor's ideas.

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

Report Structure

Table of Contents:

- Executive Summary
 - Highlights & Key Findings
 - Management Guidance
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 4. Inventor Rewards & Recognition Program Profile
 5. Extraordinary Incentives (Rewards or Recognition)
 6. Program Performance and Effectiveness
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 8. Impact of IRRP Changes
 9. Communications and Publications
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 12. International Programs
 13. R&D Patenting Performance
 14. Participant Company Profile/Data
 15. Award Analysis
 16. Elaborations and Noteworthy Comments
 17. Key Differences between 2017 and 2021 Inventor Rewards and Recognition Program Studies

Who Can Benefit From This Report

- Chief Intellectual Property/Patent Officers
- Chief Legal Officers/General Counsel
- Chief Financial Officers
- Chief Technology Officers
- Human Resource Management
- Research and Development Management

Included:

Report Segmentation Analysis: Annual R&D Spending Amount

- Results Segmented By: Above and below the median company R&D spending

More on ipPerformance Group

ipPerformance Group, Inc. (www.ipperform.com) is the leading intellectual property advisory company. We enable our clients to apply best practices and measure IP performance by drawing upon our knowledge of more than 550 intellectual property management benchmarks, all from Global 1000 companies. Armed with this knowledge, you will be able to solve complex intellectual property business problems and measurably enhance your ability to build value, manage risk, and improve performance in an intellectual property-driven world. The following outlines some of our other offerings. In addition to our IRRP report, we also offer the following services to help take your IP activities to the next level.

Custom analyses

When benchmarking peer and internal information, it is essential to understand the context of the data, as much as the factors that can influence a divergence in benchmark results. In addition to benchmarking activities for evaluating best practices, at **ipPerformance**, we have also developed a comprehensive capability maturity model that will allow for a true assessment of your program. For more information, please call Rob Williamson on 630-216-9673 (rwilliamson@ipperform.com).

Other Benchmark Reports and Best Practice Guides

- Inventor Rewards and Recognition Programs
- International Inventor Remuneration Practices
- Invention Harvesting, Review and IP Decisions
- Patent Intelligence (Research and Analytics–People, Processes, Tools and Services)
- IP Strategy Development Practices and Performance Measures, Driving Business Results
- IP Law Department Budgeting and Cost Management
- Trade Secret Management and Protection Practices
- Intellectual Property Legal Process Outsourcing
- Patent Preparation and Prosecution Quality Practices
- Patent Translation Practices
- Foreign Prosecution Practice
- Intellectual Asset Management Software Satisfaction
- Intellectual Property Training Best Practices
- Intellectual Property Management Guidelines–Standard Operating Procedures
- Best Practices Videos and Templates
- Intellectual Property Technology Valuation Guidelines
- Developing an Inventor Rewards and Recognition Program (with templates)
- IP Training Courses
- IP Knowledge Diagnostic
- IP Culture Diagnostic
- IAM Program Proficiency

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Intellectual Property Management Diagnostic Review

We are pleased to offer an intellectual property asset management “diagnostic review.” Our experienced consultants will visit your company and give you a more detailed understanding of how your intellectual property program can achieve its objectives. We provide an in-depth review of your operation, identify issues or concerns, and spend the day discussing with you best practices and improvement opportunities.

Intellectual Property Management Performance Metrics Development

We offer workshops to help you develop a measurement program tailored to your unique organizational needs. These sessions generally encompass both qualitative and quantitative metrics. We translate and adapt corporate-wide performance measures to the unique characteristics of your intellectual property operation environment.

Intellectual Property “Best-In-Class” Management Reports and Proficiency Indicators

ipPerformance Group has developed reports that capture key management information to support both practicing attorneys in their oversight of day-to-day matters and IP legal department leaders when setting their department’s strategic direction. With this kind of information readily available, intellectual property leaders are better able to communicate in business terms that are meaningful to senior management.

HOW CAN I USE THE DATA IN THIS REPORT?

Benchmark your company's chief executive officer and senior executive compensation practices vs. other companies of comparable size and profile in terms of:

- Base Salaries
- Bonuses
- Equity Grants
- Value of benefits and perk packages
- Increases in Salaries and Target Bonuses

WHY DO I NEED THE DATA THIS YEAR?

- Attract and retain the very best senior talent for your organization
- Accelerate your company's growth plan with top-tier talent
- Motivate your senior executive team with compensation practices that reward the right activities, attitudes and output
- Benchmark your compensation against peers and competitors
- Reduce turnover

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Gain critical intelligence on how your compensation Packages compare across peers and industries.

With data collected from over 1,450 private U.S. companies and boasting over 140,000 data points and 600 charts, the CEO & Senior Executive Compensation Report for Private Companies is the most thorough and reliable private company compensation data on the market.

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Incentivize Compensate Competitively

There's never been a more challenging time for companies to ensure they offer competitive compensation programs to attract, retain and align their top talent.

With data collected from (innovation driven companies) over 1,450 private U.S. companies, the CEO & Senior Executive Compensation Report for Private Companies helps you establish the combination of salary, bonus, benefits, perks and equity incentives you need to develop a successful talent strategy. Financial and non-financial awards, extraordinary actions rewards

The report details how the absolute dollar amounts and mix of components vary by position and: