



FAKE NEWS AND REAL FRACAS

GENERAL INFORMATION

Revolveasy is a new-age startup founded by Mr. Samarth and Ms. Isha. It specialises in development of blockchain-based technologies to detect fake accounts, fake followers and false news, an increasingly prominent menace, especially in the digital era. After months of research, experimentation and sleepless nights, the founders have successfully tested their technologies (patent-protected).

Mr. Samarth and Ms. Isha met when they were working in Sterlite Innovations, a prominent player in the tech ecosystem since 1995. Sterlite Innovations is known for making huge leaps and breaking barriers in the tech industry. In the recent past, they were also praised for their marketing strategies which resulted in them becoming a pioneer in the technology advertisement industry. Both Samarth and Isha were 5-star performers in their respective work profiles, and were regularly appreciated by their seniors and peers alike. They won several awards for their contribution to the Company. Whilst working in the team in-charge of monitoring information, they conceptualised the creation of a technology that would detect fake profiles, fake promotions, fake news, etc. and stop its circulation. Post their daily responsibilities and tasks at Sterlite Innovations, they sat together till wee hours of the morning, in the office campus, to work on Revolveasy. Once their vision started taking shape, they quit Sterlite Innovations and started working full-time on Revolveasy.

They served a notice period of one month and after an exit interview quit Sterlite Innovations to launch Revolveasy. Since its start Revolveasy has been able to secure its place in the market as a company with immense potential. People are buying into the shares of the company and its valuation has reached new highs as various social media platforms, publications, and tech giants are interested in buying their technologies. Mr. Samarth and Ms. Isha together hold a controlling interest with 67% of the shares. With many governments trying to find ways to curb the menace of fake news and fake accounts on various platforms and pressuring social media companies for private information, Revolveasy brings to the table a way out for social media companies.



MEDIATION BOMBAY 2.0 PROPOSITION PRELIMS - 3



Sterlite Innovations claims that, although under the employment contract, the author of a line of software code is the owner of the patent in that code, their employment agreement had a clause which clearly stated that any work done by the employees during the course of their employment belongs exclusively to the Company.

The clause is reproduced as follows:

The Employee is mandatorily required to disclose promptly to the Employer in writing all inventions and discoveries, whether patentable or not, in order to facilitate the exploitation of a discovery or invention. Disclosure allows management to evaluate the discovery and reduce the chance that a valuable discovery will go unnoticed and unexploited. To facilitate such disclosures, the invention disclosure clause is present by which an employee agrees to disclose fully and promptly to the employer all inventions made or conceived by the employee in whole or in part during the term of the employment agreement. The invention is held in confidence by the Employee on behalf of the Employer.

Sterlite Innovations also sees the potential for the applications of the technology developed by two of its ex-employees. The patent for it would help them gain a competitive edge over every other rival company in the field.

Mr. Samarth and Ms. Isha not only worked on Revolveasy during their employment, but also used the Company's resources to conceptualise and build Revolveasy, and as per their employment contract, the patent belongs to Sterlite Innovations.

Mr. Samarth and Ms. Isha's contentions are that intellectual property created during the course of an employee's employment does not equate to the employer's automatic and exclusive ownership of any and all intellectual property. They worked on Revolveasy independent of their employment with Sterlite Innovations.



MEDIATION BOMBAY 2.0 PROPOSITION PRELIMS - 3



Mr. Samarth and Ms. Isha are keen on ending this dispute because they are interested in selling their technologies, and their potential buyers have shared proposals on the condition that this dispute is put to rest in their favour. To resolve the current situation Mr. Samarth and Ms. Isha have requested a mediation session with Sterlite Innovations who will be the responding party to this dispute

