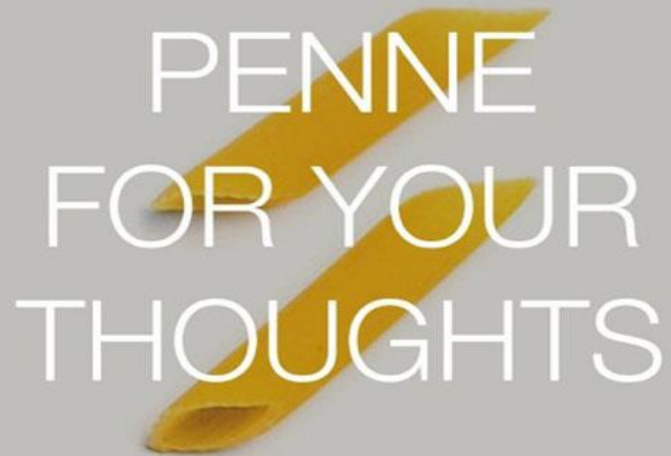


FOOD FOR THOUGHT



PENNE
FOR YOUR
THOUGHTS

- Who owns your LinkedIn profile especially when your employer encourages you to use it?

Unlike Facebook, LinkedIn is designed for the purpose of professional networking.

- Do you market your employer on LinkedIn?

If yes, then ordinarily you would have uploaded all your email contacts and invited them to 'connect with you' in order to do business.

- Who owns those contacts? You or your employer?

THE ANSWER IS:

- Your employer, especially when the contacts have been accumulated during your employment.
- In *Ions / Hays* the court's approach was if Mr Ions had collected the contacts during the course of your employ then they belong to Hays.
- Mr Ions was ordered to hand over his profile & passwords.

At Moni Attorneys we assess your risk and forecast solutions that fit your budget and profile. Visit us: www.moni.co.za or call us: 011 646 4558