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such continued employment shall indicate my assent to and acceptance of the amended or revised OA Policy.

- f. Agree, in connection with the Public License, as it may from time to time be amended or revised, or, in the alternative, the HHMI License, to make Research Articles freely and immediately available by the publication date, in accordance with the terms of the OA Policy, which may be updated from time to time. Specifically, I will satisfy this requirement by either:
 - i. Publishing the version of record (“VoR”) under a CC BY 4.0 license so that it is immediately and freely available to the public by the publication date; or
 - ii. Depositing or ensuring that an HHMI co-author deposits the AAM in PubMed Central or another HHMI-designated repository under a CC BY 4.0 license so that it is immediately and freely available to the public upon publication of the VoR in the journal.
 - g. Agree, in connection with the HHMI License, to provide or ensure that an HHMI co-author provides HHMI, upon HHMI’s request, with a copy of the AAM as soon as the AAM is available to me or my HHMI co-author(s).
 - h. Agree:
 - i. To notify journals of, or, if I am not the corresponding author, arrange for the notification of journals by the corresponding author of, the OA Policy and the grant of the Public License and the HHMI License under this Agreement, in either case at the time of submitting each Research Article for publication and, when applicable, adding language required by HHMI, or otherwise using an HHMI-approved addendum, to the contract presented by the journal for my signature;
 - ii. When applicable, to notify HHMI and non-HHMI co-authors of Research Articles of the OA Policy and the grant of the Public License and the HHMI License under this Agreement; and
 - iii. When appropriate, to notify any funding organization that supported research reported in any Research Articles of the OA Policy and the grant of the Public License and the HHMI License under this Agreement.
2. Except for the grants of the Public License and the HHMI License set forth above, I understand and agree that this Agreement does not affect ownership or involve the licensing of intellectual property rights arising in connection with research by me or by other HHMI employees, alone or with others, including without limitation the ownership or licensing of any intellectual property described within a Research Article, which is as set forth in and subject to HHMI’s Intellectual Property Policy, as it may from time to time be amended.
 3. I understand and agree that if any part of this Agreement is declared invalid or unenforceable by a court of competent jurisdiction, the same shall not affect the validity of the balance of this Agreement. In addition, I understand and agree that if the grant of the

Public License or the HHMI License, or the terms of either such license, are deemed to be unenforceable, the grant and/or the license terms, as applicable, shall be construed as enforceable to the maximum extent possible to effectuate the intent of the OA Policy.

4. Without further consideration, I do hereby agree to do and perform (or shall cause to be done and performed) all such further acts, and shall execute and deliver all such other agreements, certificates, instruments and/or documents, in each case as HHMI may deem reasonably necessary and proper to carry out the intent and accomplish the purposes of this Agreement.

5. I understand that this Agreement shall continue in full force and effect unless and until HHMI and I mutually agree in writing to modify or terminate it, and such written agreement is signed by an authorized officer or representative of HHMI. I also understand that this Agreement shall extend to and be binding upon my heirs, personal representatives, successors, and assigns and that it extends to the successors and assigns of HHMI. This Agreement supersedes any other agreements I may have signed, or to which I may be bound, in respect of the subject matter hereof.

I have executed and delivered this Agreement on the _____ day of _____, 20__.

Signature: _____

Name (print): _____