

# MIMOS Researchers Score with Intellectual Property Rewards Scheme

*Reward-based recognition scheme a first for MIMOS Researchers*

**What:** MIMOS rewards 11 researchers for patent disclosures & patents filed under its Intellectual Property (IP) Reward Scheme, a first for MIMOS.

**How:** MIMOS recently introduced an IP Reward Scheme as part of new organisation-wide push to increase Intellectual Property (IP) output for the country

**Who:** Abdul Wahab Abdullah,  
President & Chief Executive Officer,  
MIMOS

**Kuala Lumpur, 16 November 2006** – MIMOS today rewarded eleven (11) of its researchers a total of RM11,000 for patent disclosures<sup>1</sup> and patents filed<sup>2</sup> under its internal Intellectual Property (IP) Reward Scheme in line with the organization's effort to become the premier applied research centre in frontier technologies.

There were a total of seven (7) patent disclosures of which four (4) have been filed in three applied research areas; namely Advanced Informatics, Cyberspace Security, and Knowledge Technology.

"It's a great start. The MIMOS IP Reward scheme, which is part of a competitive total rewards and recognition system for high performers in innovation, is a first for MIMOS in recognizing and rewarding our researchers in line with MIMOS 'Say-Do' culture – we say, we do, we deliver," said MIMOS president and chief executive officer Abdul Wahab Abdullah. "I look forward to more *MIMOSians* taking full advantage of this reward scheme by working harder and being more productive in generating IP for the good of the nation."

To establish MIMOS as an initiator and trendsetter of frontier technologies, IP generation is one of the key performance indicators (KPI) for MIMOS staff. The MIMOS IP reward scheme has been conceived to inculcate an R&D culture that fosters innovation, creativity and productivity aimed at enhancing Malaysia's economic growth and competitiveness.

The organization's collective target is for every MIMOS employee, cutting across all levels of the organization, to have at least one (1) patent disclosure accepted by the Patents Committee every year. The incentives can be very rewarding. For example, for commercialized patents, the recipient stands to receive a cash reward of up to RM500,000 – in line with the Government's initiative to reward and recognize indigenous IP contribution to the country.

MIMOS' stated target is to have 40 IP disclosures by the end of 2006. This will be ramped up to 100 and 150 additional IP disclosures by the end of 2007 and 2008 respectively.

To further encourage the IP culture, MIMOS researchers who have achieved a minimum of five (5) patents filed are eligible for a Gold Badge Award to be worn with pride. Currently there are two (2) researchers vying for the award at MIMOS – Mr Ng Kang Siong and Mr Kow Weng Onn – whom each has disclosed more than enough patents and are now waiting for patent filing.

The MIMOS IP Reward Scheme is a further signal that indicates MIMOS is well positioned to become the premier applied research centre in frontier technologies. By pioneering innovative information and communication technologies which generate IPs that can be commercialized, MIMOS contributes to the sustained growth of the knowledge economy.

Footnotes:

1: *Patent Disclosure* - Disclosure also refers to any part of a patent application process where the inventor discloses details about his invention. An adequate disclosure would let a person skilled in the area of your invention reproduce or use your invention

2: *Patent Filed* - To file a patent application (patent filing) means to present a formal application for a patent to a Patent Office.