

VIA EMAIL

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November 15, 2021

Paul Kearns

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RE: Response to Email received on October 27, 2021

Dear Mr. Kearns:

We are in receipt of your October 27, 2021 email, which was forwarded to Deloitte LLP by Deloitte Touche Tohmatsu Limited (“DTTL”). Deloitte LLP is the US member firm of DTTL and each member firm is legally separate and independent entities. As the owner of many valuable intellectual property rights, we take very seriously the claims of intellectual property rights of others. We have looked into this matter and after carefully considering your claims, we believe that you may be mistaken as to the nature of protection afforded to your “HR Maturity Scale” under copyright law.

In particular, we compared the Deloitte video and other materials identified in your email to your HR Maturity Scale materials that you provided and we could not identify any instance where Deloitte LLP copied or reproduced your content. In the US, copyright law protects “original works of authorship” that are fixed in a tangible form of expression. It does not protect the underlying concepts, ideas, or theories that the work of authorship is based upon. The concept of an “HR Maturity Scale” or “HR Maturity Model” is not covered under copyright. This is further evidenced by the fact that an Internet search of these terms identified many third parties have their own different versions of measuring an organization’s HR maturity. The US Copyright Office provides guidance as to what is and is not protected under copyright law in their Copyright Circulars. Please see Circular 1 Copyright Basics, section “[What Works Are Protected](#),” and Circular 33, Works Not Protected by Copyright, section “[Ideas, Methods, and Systems](#)” for more information.

Unless you were to obtain a patent in the US that covers the concepts and ideas embodied in your “HR Maturity Scale”, there is nothing that prohibits others from developing their own versions of a scale, model or other similar classification system for an organization’s HR development and maturity. If you are aware of and can provide discrete examples of instances where Deloitte LLP has copied or reproduced your material, either verbatim or in a manner that is substantially similar, then please let us know expeditiously as we do take intellectual property claims very seriously. Otherwise, we do not believe that Deloitte LLP’s “HR Maturity Model” infringes or violates any of your or your organization’s intellectual property rights.

We trust that this letter resolves the matter.

Sincerely yours,



Kavi Ramkissoon
Assistant General Counsel