

## **PRECISION PET PRODUCTS POLICY FOR SUBMITTED IDEAS**

Over the years, Precision Pet Products (Precision Pet) has received many unsolicited ideas and suggestions from people outside our organization. Some of these ideas have been excellent and have contributed to attaining our objectives of better serving our markets and maintaining our leadership in the fields of endeavor in which we are engaged. The opportunity to review these outside ideas has been and is sincerely appreciated.

However, it is necessary that anyone submitting an idea understand that Precision Pet maintains Research, Development and Marketing Departments wherein substantial efforts are devoted to the development of new products and processes and the creation of new merchandising and promotional ideas. It is, therefore, not unusual that a majority of the ideas submitted to us over the years fall into one of four categories: (1) those which have been considered by us before; (2) those not within our field of interest; (3) those which have already been developed by Precision Pet; or (4) those which are in the public domain. The last category, of course, represents ideas that are freely available to anyone.

Because most of these ideas fall into the above-discussed categories and because review of the numerous ideas submitted to us requires our considerable expenditure of time and money, it is necessary that certain policies be followed in order for us to review any idea in a business-like manner while maintaining Precision Pet's freedom to pursue its own research and product development. For these reasons, Precision Pet has adopted the following policy for submitted ideas:

1. In receiving or accepting an idea for consideration and evaluation, Precision Pet assumes no obligations other than those set forth herein.
2. No idea will be accepted for consideration by Precision Pet unless it is submitted, in writing, together with this Policy for Submitted Ideas signed and returned by the submitter.

3. No idea or disclosure material will be received or accepted in confidence, on the basis of a confidential relationship, nor under any guarantee that Precision Pet shall maintain the secrecy of the idea.
4. If the idea is found to be of no interest to Precision Pet, the submitter will be so notified.
5. In consideration of Precision Pet's evaluation of the submitted idea and of any further disclosures, either written or oral, concerning the same subject matter, the submitter agrees to release Precision Pet from any liability in connection with the submitted idea or use thereof, except any such liability that may arise under a valid patent, trademark or copyright now or hereafter issued to the submitter, or under any formal contract between Precision Pet and the submitter that may be entered into hereafter.
6. If the idea appears to be of interest to it, Precision Pet may enter into negotiations with you to explore the possibility of acquiring rights therein. No obligation as to compensation or other matters is assumed by Precision Pet unless and until a formal written contract in regard to such matters has been executed and the obligation shall be only such as expressed in that formal written contract.
7. No obligation will be assumed by Precision Pet for the return of disclosure material and the submitter agrees that Precision Pet may retain a copy of any disclosure materials as record of what was disclosed to Precision Pet.
8. Any and all previous discussions or agreements by any agent of Precision Pet are merged into these conditions and no such previous discussions or agreements shall be binding on Precision Pet or be of any force or effect.

9. The submitter represents and warrants that he has the right to disclose the idea.

I have read and agree to all terms and provisions of Precision Pet Products Policy for Submitted Ideas.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Name: