

Inventors Policy and Conditions

POLICY AND CONDITIONS FOR SUBMITTED IDEAS

To the inventor:

Before submitting your idea, please read and fully understand The MIBRO Group's policy and conditions regarding invention submissions.

By signing this form, you agree to all of these conditions:

1. We urge you to take all necessary steps to protect your idea and safeguard your interests. If you have not obtained legal counsel and/or filed a patent application, you should do so.
2. If you have filed for a patent, we ask that you only send a copy of the drawings and specifications portion of the patent application. Keep all patent claims to yourself.
3. If you have not filed for a patent, please send us a complete written description of your idea. Include additional materials such as drawings, sketches and photographs that would be of value to The MIBRO Group when evaluating your idea. All material that you send should be signed, dated, and witnessed.
4. Be certain to keep an identical copy of these materials for yourself so that both all parties are aware of what your idea involves.
5. During the evaluation period, you agree not to disclose The MIBRO Group's possible interest in your idea. You also agree not to use The MIBRO Group's name without first obtaining written authorization.
6. By evaluating your idea, The MIBRO Group will not receive any rights to any patent that you have now or may acquire in the future.
7. We are not required to hold your idea in confidence. No confidential relationship is being established between you and The MIBRO Group on the basis of your submission. The MIBRO Group continually receives ideas from inventors and initiates its own development projects, therefore; it is against our policy to accept information on a confidential basis from outside inventors.
8. By reviewing your idea, no agreement is established to compensate you. You agree to rely solely upon your rights under existing patent laws.
9. After reviewing your idea, we are not obliged or required to return any part of the submission to you.

10. The MIBRO Group is not required to disclose to you any information regarding our own development projects or the ideas other inventors have submitted. This includes any and all ideas, which are in use by The MIBRO Group or any of The MIBRO Group's competitors.

11. If The MIBRO Group has an interest in your idea and/or materials, you will agree to negotiate with The MIBRO Group for the rights thereto.

All of these conditions apply to any other information which you may send to The MIBRO Group regarding your disclosure.

I HAVE READ AND FULLY UNDERSTAND THE ABOVE POLICY AND CONDITIONS AND I ACCEPT THEM IN CONSIDERATION OF YOUR REVIEW AND EVALUATION OF THE ATTACHED DESCRIPTION OF MY IDEA FOR A

INVENTOR NAME: _____

(Signature)

Date: _____

WITNESS NAME: _____

(Signature of Witness)

Date: _____

Print this form, along with the "Idea Submissions Form" and mail both to the following address and contact:

The MIBRO Group
ATTN: Executive Vice President, Sourcing & Development

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