

Industrial Revolution Unsolicited Idea Submission Policy -January 2020

The purpose of this Unsolicited Idea Submission Policy is to prevent misunderstandings related to ownership of ideas and work product. Prior to submitting ideas to us, we encourage inventors to file for patent protection of any original ideas. Information on patenting ideas can be obtained from the United States Patent and Trademark Office at <http://www.uspto.gov/>.

Industrial Revolution, Inc. and its employees make no guarantees that unsolicited ideas will be considered. We will review all ideas submitted to us, but cannot consider ideas related to product plans we are already pursuing. Additionally, we cannot agree to maintain confidentiality of idea submissions. Please restrict idea submissions to novel patentable product ideas, as we also cannot consider ideas concerning our marketing or business policies.

Unsolicited Idea Submission Policy:

Industrial Revolution, Inc. , our subsidiaries and affiliated companies (collectively, “we,” “us,” or “our”) or any of our employees do not accept or consider unsolicited ideas, including ideas for new advertising campaigns, new promotions, inventions, new or improved products or technologies, product enhancements, processes, materials, marketing plans or new product names. Please do not submit any unsolicited ideas, inventions, original creative artwork, designs, suggestions or other works (“**Submissions**”) in any form to us or any of our employees. The sole purpose of this policy is to avoid potential misunderstandings or disputes when our products or marketing strategies might seem similar to ideas submitted to us. If, despite our request that you not send us your ideas, you still submit them, then regardless of what your letter or Submissions may state, the following terms shall apply to your Submissions.

TERMS OF IDEA SUBMISSION:

You agree that: (1) your Submissions and their contents will automatically become the property of us, without any compensation to you; (2) we may use or redistribute the Submissions and their contents for any purpose and in any way; (3) there is no obligation for us to review the Submission; and (4) there is no obligation to keep any Submissions confidential.

SCOPE OF SUBMISSIONS AND FEEDBACK:

Any Submissions or feedback you provide to us shall be deemed to be non-confidential and non-proprietary. We shall have no obligations concerning the Submission, contractual or otherwise (including but not limited to an obligation to keep the Submission confidential), and shall not be liable for any use or disclosure of any Submission. We shall be entitled to unrestricted use of the Submission for any purpose whatsoever, commercial or otherwise, without compensation to you.



Industrial Revolution, Inc.

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