



Policy on Ideas Submitted by Persons Outside Hu-Friedy

We sincerely appreciate your interest in Hu-Friedy Mfg. Co., LLC as shown by your desire to submit an idea to us for evaluation. Hu-Friedy welcomes the opportunity to consider ideas of others in line with our policy of providing dentists with the best possible products.

We assure you that we will do our very best to fulfill our obligations to you - to consider your disclosure and advise you in a timely manner whether or not we are interested in proceeding further.

Each year many ideas are sent to us and, in order to protect both those sending the ideas and ourselves, we have found it necessary to adopt a uniform policy for receiving and considering all ideas submitted by persons outside of our organization. This policy is outlined below and we ask you to please review it carefully.

Hu-Friedy sincerely desires that all people protect themselves to their own satisfaction before submitting an idea to us. No employee of Hu-Friedy has authority to furnish any advice to you as to whether a submission could be patented, or is worth patenting.

1. Hu-Friedy may only consider ideas submitted in documented or tangible form. We welcome drawings, photographs, or physical specimens of an idea, but we ask that you also briefly describe the idea in writing, particularly any aspects of it or its advantages that may not be plainly visible. This is to avoid any misunderstanding as to what was disclosed to us.
2. Hu-Friedy cannot consider an idea on the condition that we will return any materials submitted to us. Such materials must be retained so that we will have a permanent record of what was submitted. Therefore, you should not send an original document to us, and you should keep a signed and dated original of your submitted description as well as all supporting materials.
3. Hu-Friedy is generally interested in all commercially viable ideas and inventions. Inventions which have recently been patented, or may be patentable, are of particular interest. In addition, in some cases unpatentable ideas may also have commercial value and therefore be of interest. As you may know, however, unpatentable ideas are likely to be copied by our competitors as soon as we put them into market, and this necessarily limits and may reduce their value to us. Accordingly, Hu-Friedy requires that any future obligations to you be defined by a written agreement between you and Hu-Friedy. Hu-Friedy's obligations may necessarily be limited to and defined by your rights, if any, under patent law.
4. While we will try to help you protect your interest in your ideas, we must reserve the right to use, without any obligation to you, information which is generally available to our competitors and the public; or which may be similar to ideas developed by persons inside our organization; or which may be developed in the future by persons in our organization who did not review any of the materials you submit to us. Moreover, it is ordinarily



necessary to share and discuss an idea with a number of our employees to determine whether the idea is of interest to us. Thus, Hu-Friedy cannot agree to consider any submitted materials on the basis that your idea or the information and ideas disclosed in your submitted materials will be held in confidence or in secret.

5. Hu-Friedy cannot consider an idea on the condition that it will enter into an agreement or contract setting forth any obligation.
6. You represent that you are the sole originator of the idea submitted, that you own the idea submitted, that you are voluntarily submitting the idea and that you have the legal right to negotiate with Hu-Friedy concerning the idea submitted.
7. As a condition of reviewing outside submissions, by submitting ideas to Hu-Friedy for evaluation, Hu-Friedy requires that you agree that any disputes involving your submission will be governed by the laws of the State of Illinois and of the United States of America.

Subject to the policy and conditions outlined above, anyone desiring to submit an idea to us may do so in any of the following ways:

1. You may first obtain a patent and then call our attention to it by sending Hu-Friedy a copy of the patent or its number.
2. You may file a patent application and then send Hu-Friedy a copy of the application.
3. You may write out a description of your idea or invention, explaining how it operates and including drawings if available. It is helpful for the description to identify what you believe is new as well as the advantages of the idea or invention. These papers should be prepared in duplicate. The originals should be signed and dated, and it is advisable to have them reviewed by at least two other trustworthy people who will sign and date them as witnesses. Please retain the original and send Hu-Friedy a copy for consideration.

Please submit a cover letter with your materials. If, after an idea has been submitted, Hu-Friedy wishes to investigate the idea further, we may contact you to arrange a personal interview.

Hu-Friedy tries to inform the submitter of our decision as quickly as possible, but we cannot always give the reasons for it. If the invention is of sufficient interest, we shall contact you to discuss proceeding into the next stage of development. If we are not interested, it may be that we believe that the idea or invention is not commercially viable or that it was published in some way so as to have become public property. It may also be that Hu-Friedy has already made the discovery but is not yet ready to use or announce it. We maintain a staff of experienced research and engineering personnel who are continuously engaged in the improvement of Hu-Friedy's products and in the development of new products.



With the foregoing in view, Hu-Friedy will be glad to give full and fair consideration to any idea submitted to us by you or another person outside Hu-Friedy.

We would appreciate an acknowledgement of your acceptance of this policy by signing a copy hereof as indicated below and returning it with your submission.

I have read, understand and agree to each of the terms of the above document.

Signature

Date