

Snap-on Incorporated

Conditions for Product Idea Consideration

Please print and enclose this Form with your idea submission.

Please mail to: Snap-on Tools, New Tool Idea, PO Box 1410, 2801 80th Street, Kenosha, WI 53141-1410

Snap-on employs substantial numbers of engineers and researchers to improve existing products and develop new products. What you submit may have already been developed or be under development independently by Snap-on. Consequently, to avoid possible confusion or misunderstanding as to the origin of an idea, a definite understanding must be reached before Snap-on can agree to receive or review your idea.

Snap-on will evaluate your idea only under the conditions listed below. **If these conditions are acceptable to you**, please accept them by printing and signing this form. By accepting this agreement you represent that you are the originator of this idea and/or have the power to enter into this agreement and to disclose the idea to Snap-on. **You will not be allowed to submit a product idea unless you accept these conditions.**

1. In consideration for Snap-on evaluating your idea, you agree that Snap-on is released from any and all obligations to you in connection with the design, manufacture, sale or use of your idea or any portion thereof, except such obligations as may result under valid, unexpired patents which may have been granted or may be granted in the future.
2. "Snap-on" as used herein includes subsidiaries, divisions, dealers, franchises, officers, employees, agents, and servants of Snap-on Incorporated.
3. All disclosures of ideas are voluntary on the part of the submitter. No obligations or confidential relationships, either express or implied, are assumed by Snap-on with respect to any idea submitted. In order to evaluate your idea, Snap-on may have to disclose the idea to persons outside of Snap-on. Consequently, Snap-on is under no obligation to maintain the idea in secrecy or in confidence.
4. Copies of all ideas submitted to Snap-on may be kept by Snap-on to prevent future misunderstandings regarding the scope of the submission. Any lawsuit or other action based on use by Snap-on of an idea submitted by you must be filed no later than four (4) years after you disclose the idea to Snap-on. You waive all rights to bring any action after that four (4) year period.
5. Snap-on does not have any obligation to reveal any information concerning its evaluation of your idea or concerning present or future activities in any field.
6. Ideas will be considered only with the understanding that the use, if any, by Snap-on of such ideas is within the sole discretion of Snap-on.
7. Unless and until you obtain the rights described under Condition No. 8, the only compensation to be paid by Snap-on for your unpatented idea shall be a sample

of the product incorporating the idea (Snap-on's obligation shall not exceed products having a suggested retail price of \$200.00) plus \$2,000.00, and such compensation shall be paid only if Snap-on uses your idea in production products and if Snap-on was not aware of the idea prior to your submission of it to Snap-on.

8. Patented ideas and ideas covered by pending applications for patent will be considered only with the understanding that the submitter agrees to rely for his protection solely on such rights as he may have under the laws, including but not limited to patent and industrial design laws, of the United States and/or of any foreign country. If submitter owns a patent covering Snap-on's use of your idea, then an agreement, such as a royalty-bearing license, a purchase of the patent or the like, can be negotiated.
9. All Snap-on employees are subject to and entitled to the terms and conditions set forth in the employee handbook regarding product ideas.
10. The foregoing conditions may not be modified or waived.

If the conditions of this letter are acceptable to you, please sign and date one copy of the letter in the space below and return it to Snap-on. By signing this letter you represent that you have the power to enter into this agreement and to disclose the idea to Snap-on. Upon receipt of a signed copy of this letter with no changes or additions, your idea will be evaluated and you will be advised of our interest. Please enclose your idea with your signed copy of this letter.

Please print your name here _____

Signed _____ Date _____