

# SUBMIT AN IDEA

*Welcome!*

Before completing the form below, it is important that you review the [Idea Submission Terms & Conditions](#) and [Idea Submission Process](#). Once you complete your review, please submit your idea and agree to the Idea Submission Terms & Conditions by clicking on the box below. Google Chrome users must open and submit form in Adobe Acrobat.

First Name:

Last Name:

Address:

City:

State/Province:

Zip/Postal Code:

Phone:

Email Address:

Idea Name:

Description of the idea:

What problem does your idea solve?

How is your solution unique compared to what is commercially available?

Do you have any issued patents or published patent applications protecting this idea?

If yes, please provide the patent/patent application numbers here:

I agree to the Idea Submission Terms & Conditions.

Please submit completed form to  
[ideasubmission@gojo.com](mailto:ideasubmission@gojo.com)



# IDEA SUBMISSION

## IDEA SUBMISSION TERMS & CONDITIONS

Thank you for your interest in sharing your idea with GOJO Industries, Inc., and/or its affiliates or subsidiaries ("GOJO"). Every year, many people outside our organization offer ideas and inventions which they believe may be new or useful to us. We sincerely appreciate this expression of interest from you.

However, since we are constantly striving to improve our operations ourselves, many of the suggestions or ideas we receive are already known to us. Also, many of the ideas we have developed internally have not yet been used for various reasons. We feel you will agree that it would be unreasonable to give compensation for the use of an idea already known to us.

Before we can consider your submission, we require that you follow certain procedures and agree to the Idea Submission Terms & Conditions as set forth below, for our own protection as well as yours.

By submitting an idea to GOJO, you certify that you meet the following Criteria for Submitting an Idea and agree to be bound by these Terms and Conditions:

### CRITERIA FOR SUBMITTING AN IDEA

- You must be at least 18 years old
- You must be the owner of the idea you are submitting to GOJO
- Your idea may not be subject to any employment agreement or any other obligation
- The information submitted must be true and correct
- Submitting the information may not violate any agreement or understanding you have with another party, including your current or former employer
- Your ideas should be submitted entirely in writing
- If your idea or invention is covered by an issued patent or pending patent application, a copy of such patent or application should be furnished
- You should keep the original or an exact copy of your submission since we do not return any material submitted to us

### PROTECTION OF PROPRIETARY INFORMATION

**INFORMATION YOU SUBMIT TO US IS NON-CONFIDENTIAL** (even if you have confidential markings).

#### A. Protecting Your Idea Prior To Submittal

Because you are submitting your idea on a non-confidential basis, you should consider taking measures to protect your idea. Under the laws of the United States and most other countries, you may be able to protect your ideas by obtaining patents, trademarks, copyrights or as "trade secret"—but only if you do not disclose them first.

You should also be aware that a non-confidential disclosure of an invention to others prior to obtaining a patent may result in loss of potential patent rights in most countries. Therefore, before disclosing your idea, you should consider consulting with a patent attorney for professional advice, at your own expense.

#### B. Proprietary Rights To Intellectual Property After An Idea Has Been Submitted

Submitting an idea to GOJO does not create any confidentiality obligations between you and GOJO; nor is any implied by our consideration of the submitted material. GOJO is free to discuss this information within GOJO, and also with individuals outside of the company.



# IDEA SUBMISSION

## IDEA SUBMISSION TERMS & CONDITIONS cont.

### B. Proprietary Rights To Intellectual Property After An Idea Has Been Submitted cont.

GOJO will be free to copy, disclose, incorporate, and otherwise use anything that you share with us, without notice, compensation, or other obligation to you. GOJO will have no liability to you for receiving, evaluating, copying, disclosing, or otherwise using any part of the information disclosed, except as may arise under United States patent and trademark laws. Notwithstanding any valid patents or trademarks, by submitting your idea, you hereby grant GOJO a license and right to use the information for purposes of assessing the information. GOJO will be at all times free to use, without obligation to you, similar ideas or inventions which have been developed independently, submitted by others, or become known to the public, whether before or after your submission.

Our entering into negotiations for acquiring rights to any ideas or inventions submitted will not be prejudicial to us in any way, nor will it be considered an admission of the novelty or usefulness of the ideas or inventions of or priority or originality on the part of the person submitting or owning them.

## IDEA SUBMISSION PROCESS

Before we can consider your idea, the following process must be followed.

Following your acceptance of the Idea Submission Terms & Conditions, GOJO will conduct a preliminary evaluation of your properly submitted, non-confidential materials. Following the preliminary evaluation, GOJO will notify you if we are interested. Please note that GOJO is not required to provide you with an explanation for any decision GOJO reaches. You are free to submit your idea to other companies without informing us; however, do not disclose to anyone that GOJO may be considering your idea.

### STEP 1: Your Idea

You should consider consulting an attorney before submitting your idea.

### STEP 2: Submission

Review our terms, indicate your acceptance of the terms, and submit a nonconfidential description of your idea by submitting this form.

### STEP 3: Evaluation

We may have someone review your idea.

### STEP 4: Response

We may contact you if we are interested in receiving additional information about your idea.



Visit our website: [www.GOJO.com](http://www.GOJO.com)

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