

IRON GRIP BARBELL COMPANY

POLICY REGARDING THE SUBMISSION

OF IDEAS AND SUGGESTIONS AND WAIVER OF CONFIDENTIALITY

Individuals and companies frequently wish to submit ideas or suggestions to Iron Grip Barbell Company for possible use in connection with its business. Based upon our experience in this industry, Iron Grip will only consider such ideas or suggestions as set forth in this written policy. This policy is necessary to avoid disputes because Iron Grip employs and works with numerous people who regularly develop a variety of ideas and inventions that improve or add to Iron Grip's product lines.

Any disclosure to Iron Grip must be in writing, preferably in the form of a patent application including drawings and specifications, if available. Iron Grip will not accept any disclosure in oral or other non-written form. Iron Grip cannot and will not return any submitted paper, document, prototype, product, or other items. Iron Grip assumes no obligation in connection with receipt of any disclosure and Iron Grip will not compensate anyone for making a disclosure. Prior to accepting any disclosure, Iron Grip requires written acknowledgment of this policy.

If you are interested in submitting an invention, please contact Iron Grip at 800-664-4766 or 714-850-6900 or [info@irongrip.com](mailto:info@irongrip.com) and we will send you an acknowledgment form.