



SUBMISSION POLICY

RA (Reference Audio) "Bright Idea" Policy Statement

Thank you for your interest in submitting an idea or invention to Reference Audio. For convenience, we will refer to all types of submissions as "ideas" or "submissions."

As a company founded on providing innovative new products to its customers, RA greatly appreciates these submissions and the interest in RA and its business. However, RA has access to many ideas through its extensive experience, research activities, employees, independent contractors and other sources. It is, therefore, likely that any idea submitted is already known or available to RA. As a result, RA finds it necessary to set forth a uniform policy concerning submitted ideas.

RA wants you to protect whatever interests, if any, you may have in your submission before disclosing it to us. We cannot do that for you so you will need to do your own research and, if you choose, consult with an attorney so that you fully understand your legal rights in your submission – or more likely the lack of such rights.

At the same time, RA must also protect its interests and avoid misunderstandings or disputes with submitters if RA products, product names, advertising campaigns, or marketing strategies might appear similar to ideas or suggestions submitted to RA. For this reason, we will not consider any idea submitted unless the submitter follows the process outlined below and provides a signed "Submission Release."

Most ideas and suggestions submitted to RA are not protectable by patent, trademark, copyright or other laws and are submitted without any thought of compensation. While RA certainly appreciates the enthusiasm with which these ideas are given, you should understand that RA does not usually act on such proposals. In rare situations, the persons making the submission may have a unique product or plan that RA is interested in further investigating.

1. **SUBMISSION FOR NON-PATENTED, NON-PATENTABLE OR UNREGISTERED IDEAS, MATERIALS, CONCEPTS, NAMES, PROGRAMS AND LIKE MATERIALS.**
2. **What's Included.** This form is essentially for any ideas, materials, concepts, names, programs and like materials that are not patented, patentable or registered with a government entity charged with registering and protecting that type of material.
3. **Submission Requirements.** All submissions must be in writing and must include a signed Submission Release. The Submission Release is binding so do not sign the agreement or submit your idea if you do not understand the agreement or disagree with any part of it. The Submission Release must be signed and submitted by every person, business, or entity that helped create the idea or that may have an ownership interest in the Idea (or both) at the time the Idea is submitted.
4. **Review and Return of Materials.** RA will review submissions from time to time on no particular schedule. You should understand RA is not obligating itself to review, consider or use any or all of your submission. Please keep a complete copy of anything you submit. Do not submit unique or one-of-a-kind materials because RA is not liable for their protection or safe return.
5. **No Expectation of Compensation.** Most importantly, unless you have a patented or patentable product, do not submit any Idea if you expect to be compensated, paid, rewarded or recognized for its use.