

## **IDEA SUBMISSION TERMS & CONDITIONS**

I understand and agree to be bound to the following terms and conditions when I submit my idea to Owens Corning and its affiliates or subsidiaries (herein collectively referred to as "Owens Corning").

I understand and agree to follow the "Idea Submission Rules". I am at least 18 years old. I am the owner of the idea I am submitting to Owens Corning, and it is not subject to any employment agreement or any other obligation. The information I am submitting to Owens Corning is true and correct. I am not violating any agreement or understanding I have with another party, including my current or former employer.

I understand my submission to Owens Corning will not in any way establish a confidential relationship, nor will it place Owens Corning in the position of receiving a disclosure in trust. Owens Corning will not be obligated and makes no commitment to treat or maintain suggestions which I submit as confidential, and Owens Corning is not obligated to use my suggestion. Owens Corning has not promised any compensation to me.

I am aware that under the law of the United States and most foreign countries, I may be able to protect my idea through application for patents, trademarks or maintain my idea as a trade secret by protecting it from non-confidential disclosure. I am giving up all copyright and other intellectual property right claims (other than patent and trademark claims) I may have against Owens Corning for copying, disclosing, evaluating or otherwise using my idea. Owens Corning is under no obligation to use my idea or to hold it in confidence. I will not be compensated for ideas developed by Owens Corning whether or not they are independent of the idea I submit to Owens Corning. All rights and remedies I have arising out of the disclosure of information to Owens Corning, shall be limited to any rights and remedies as may now or in the future be accorded to me under United States patent and trademark laws, and Owens Corning will have no liability to me for receipt, review, use or disclosure of any part of the information disclosed, except as may arise under valid patents or trademarks.