

INVENTION SUBMISSION FORM

By other than Bobcat Employees

While Bobcat Company (the "Company") is anxious to take every opportunity to improve its products and add profitable ones to its line, it has found certain precautions necessary in accepting disclosures of inventions. For example, its employees have varied and numerous ideas of their own, worked out in the past, or now being worked out, for the purpose of improving or adding to its many lines of machinery. Some of these ideas might, by chance, be similar to your own. Hence, in order to avoid any possible future confusion between your ideas and our own, and to prevent any misunderstanding as to what the rights and obligations of the inventor and the Company are, the Company's policies as to considering inventions are set forth below:

1. We cannot agree to hold your invention in confidence for the reason, among others, that we must disclose the invention to various employees and sometimes even to those outside of our employ, to determine its value to us, and because agreements to hold in confidence have been found to entail other obligations not intended by either the inventor or the Company.
2. A full written disclosure, preferably the patent application drawing and specification, if there are such, or if not, a sketch or drawing which need not be anything but a rough one provided it illustrates the invention so one skilled in the art can understand it, must be furnished to the Company, as the Company will otherwise have no way of telling whether or not it will be interested in the invention.
3. The Company cannot ordinarily return any descriptions, drawings, or other disclosures sent to it, since otherwise it has no record of what was disclosed to it though it may sometimes do so if allowed to make a copy. Therefore, the inventor should keep a duplicate of any disclosure sent to the Company.
4. The Company wishes the inventor to be satisfied that his interests are fully safeguarded as, for instance, by filling an application for U.S. and/or foreign patent rights. If no such application has been filed, the inventor should have his drawings signed, dated, and preferably witnessed.
5. Any disclosure to the Company must be made on the understanding that the Company will consider the disclosure only so far as, in its judgment, the invention merits, and the Company assumes no obligation to do more than indicate whether or not it is interested. The inventor should submit his invention with the understanding that he relies only on his rights established under U.S. and/or foreign patent laws.
6. The foregoing applies to any additional or supplemental disclosures relating to the same subject matter.

To: BOBCAT COMPANY
I am submitting herewith a disclosure of:

_____ on the conditions set forth above.

Signed this _____ day of _____, _____.

Retain one copy

Return the other to:

Bobcat Company

Attn: Attachments Department

P. O. Box 6000

West Fargo, ND 58078-6000

Inventor's Signature

Name

Street

City

State

Zip