

CTB, Inc. Unsolicited Ideas Submission Policy

CTB, Inc., its divisions, subsidiaries (“CTB”) and its employees do not accept or consider unsolicited ideas, including ideas for new advertising campaigns, new promotions, new or improved products or technologies, product enhancements, processes, materials, marketing plans or new product names. Please do not submit any unsolicited ideas, original creative artwork, suggestions or other works (“submissions”) in any form to CTB or any of its employees. The sole purpose of this policy is to avoid potential misunderstandings or disputes when CTB’s products or marketing strategies might seem similar to ideas submitted to CTB.

If, despite our request that you not send us your ideas, you still submit them, then regardless of what your letter says, the following terms shall apply to your submissions.

You agree that: (1) your submissions and their contents will automatically become the property of CTB, without any compensation to you; (2) CTB may use or redistribute the submissions and their contents for any purpose and in any way; (3) there is no obligation for CTB to review the submission; and (4) there is no obligation to keep any submissions confidential.

Product Feedback

CTB does, however, welcome your feedback regarding many areas of CTB’s existing business. If you want to send us your feedback, and we hope you do, we simply request that you send us an email at ctb@ctbinc.com. Please provide only specific feedback on CTB’s existing products or marketing strategies; do not include any ideas that CTB’s policy will not permit it to accept or consider.

Any feedback you provide at this site shall be deemed to be non-confidential. CTB shall be free to use such information on an unrestricted basis.