

JOSTENS

IDEA SUBMISSION POLICY AND AGREEMENT

We sincerely appreciate the interest of any person outside Jostens, Inc. ("Jostens") who submits an idea ("Idea") for our consideration. We recognize that many useful Ideas are generated by outside sources and we are anxious to explore any Idea that will better our products, further our sales, or improve our brand or brand awareness. Accordingly, we make every attempt to give new Ideas careful consideration.

However, in order to avoid any misunderstanding, both for your protection as well as our own, Jostens has adopted a policy with respect to the submission of Ideas from outside sources. The policy is detailed below. We ask that you read the policy carefully. Your submission of an Idea confirms your agreement to the terms of the policy.

1. Ideas Are Submitted At Your Own Risk. Ideas, in and of themselves, are generally not accorded legal protection. Certain steps must usually be taken to obtain trademark, copyright or patent protection of an Idea, if such protection is even available. By submitting an Idea, you understand that the Idea may or may not have legally protected rights.
2. Submissions Must Be In Writing. Jostens requires that you submit your Idea in writing so that the company can properly communicate and consider the Idea. Submissions will be accepted via our online idea submission process on our website (www.jostens.com).
3. Submission of an Idea Confirms Acceptance of Idea Submission Policy and Agreement. Your submission of an Idea to Jostens via our website confirms your acceptance and agreement to the terms of this Idea Submission Policy and Agreement.
4. A Submission Is Your Assurance Of Ownership. By submitting an Idea, you are assuring Jostens that, to the best of your knowledge, you are the sole originator of the submitted Idea and that you have the legal right to submit the Idea for evaluation.
5. Submissions May Not Remain Confidential. Jostens must disclose a submitted Idea to its employees, and possibly others, in order to determine the Idea's value to Jostens. Accordingly, no confidential relationship is created, absent a written agreement to the contrary, based on Jostens' receipt and consideration of an Idea. If you and Jostens agree to create a confidential relationship surrounding the submission of an Idea, you may be required to enter into an additional agreement with Jostens that will address the nature of that confidential relationship. The terms of that additional agreement will supersede the terms of this Idea Submission Policy and Agreement.
6. Submissions Do Not Negate Our Right To Practice Our Own Ideas Or The Ideas Of Others. Jostens employs innovative people and is fortunate to receive a number of Ideas from outside sources. Accordingly, it is possible that Jostens is already practicing, or has practiced, an Idea identical or similar to the Idea contained in your submission. Similarly, it is possible that Jostens has already conceived of an identical or similar Idea. Finally, it is possible that Jostens has already received an identical or similar Idea from an outside source. Consideration of your Idea does not surrender Jostens' right to practice its own Ideas or the Ideas of others.

7. Consideration Does Not Require Compensation. Jostens will evaluate the merits of your Idea, but by doing so Jostens is not entering into an agreement for compensation. If Jostens elects to use a legally protected Idea, Jostens will negotiate an appropriate agreement with you in good faith.
8. Jostens Does Not Return Submitted Materials. Jostens does not return submitted materials. Accordingly, you should keep a duplicate of any material submitted, as well as a copy of this Idea Submission Policy and Agreement. Do not send Jostens materials that you consider irreplaceable.
9. Jostens Does Not Provide Progress Updates. Jostens is fortunate to receive numerous Idea submissions. Generally, these Ideas are considered on a first come, first serve basis. Depending on the number of submissions, the consideration process can be slow. Although we understand your desire to follow the progress of a submission, the process is made even slower by requests for progress updates. Accordingly, Jostens does not give progress updates. If Jostens elects to use a legally protected Idea, the submitter will be contacted by a Jostens representative. Otherwise, Jostens makes a reasonable attempt to notify the submitter once a final decision has been made.
10. Jostens Reserves The Right To Contest Intellectual Property Rights. Jostens' consideration of any submitted Idea, as well as any negotiation to purchase or obtain rights to the same, does not waive Jostens' right to contest the validity of any patents, copyrights, trademarks, or other intellectual property rights related to, or covering, the Idea.
11. This Agreement May Not Be Modified. The conditions in this Idea Submission Policy and Agreement may not be modified or waived except in writing by an officer of Jostens. Jostens will not accept an altered copy of this agreement.

BY SUBMITTING MY IDEA VIA JOSTENS ONLINE IDEA SUBMISSION PROCESS I CONFIRM THAT I HAVE READ AND ACCEPT THE IDEA SUBMISSION POLICY AND AGREEMENT.