



Title	Ideas & Inventions
Department	Operations
Effective Date	1/2021
Review Date(s)	6/2022; 6/2023; 6/2024
Revision Date	

## **POLICY**

The Enchanted Fairies tradition and culture is rooted in a legacy of excellence - excellence in exceeding our guests' needs and expectations, excellence in fostering a fun and enriching working environment and excellence in creating value.

Each member of the Company plays an important role in this commitment to excellence. Each team member helps to make the dreams come true and create the magical memories our guests will cherish forever. To continue our success, each of us, as part of our day-to-day responsibilities as team members, can help Enchanted Fairies maintain its position as the premier magical adventure children's storybook high-end portraiture destination in the world by paying attention to the details and searching for new ways to improve guest satisfaction and our working environment, not for financial reward, but as part of a team which is committed to improvement.

I understand that this Agreement allows me to have the opportunity to share my thoughts on ways to improve the experience of Enchanted Fairies guests, increase operational efficiencies or otherwise enhance Enchanted Fairies. I further understand that this is a limited exception to Enchanted Fairies' policy regarding the submission of unsolicited ideas and in consideration of this I agree that the following terms and conditions shall govern with respect to any ideas or suggestions I submit or otherwise communicate to Enchanted Fairies or any of its related, subsidiary or affiliated companies (each, an "Enchanted Fairies Company") at any time during my employment by an Enchanted Fairies Company, whether or not such ideas or suggestions are related to matters that are included within my regular job responsibilities.

I agree that all ideas or suggestions I submit or otherwise communicate shall immediately become the sole property of Enchanted Fairies, and I hereby assign all rights (including, without limitation, copyright and patent) that I might have or acquire therein to Enchanted Fairies. I understand and agree that no payment or other compensation shall be payable by any Enchanted Fairies Company in connection with any ideas or suggestions I submit or otherwise communicate, whether or not the ideas or suggestions are implemented, and that any idea or suggestion I submit or otherwise communicate may be used in any manner (or not used at all) and for any purpose by any Enchanted Fairies Company.

I shall only submit or otherwise communicate ideas or suggestions that have been created and developed solely by me and I agree that no other party holds any rights with respect to these ideas and suggestions.

I further acknowledge and agree that I shall continue to be bound by the terms of my confidentiality agreement with Enchanted Fairies and that, for purposes of that confidentiality agreement, the ideas or suggestions I submit or otherwise communicate relate to the business of an Enchanted Fairies Company and/or result from work performed by me for an Enchanted Fairies Company.

I agree that no variation, modification, waiver, change or amendment of this Agreement shall be binding upon any Enchanted Fairies Company unless such variation, modification, change or amendment is in writing and duly authorized and executed by a corporate officer of Enchanted Fairies.