

Guideline for the handling of submitted ideas

Pfizer personnel and scientists are constantly working on the development of new and improved products and more efficient methods of manufacture. In addition to its own original work, Pfizer has access to a large number of technical and scientific publications, prior patents and other sources of information. As a result, many of the ideas submitted by persons outside Pfizer are already known or available through the efforts of our own research staff. In many cases, we find that submitted ideas are not new, are in the public domain or have already been investigated and considered by us, but such consideration is not ordinarily disclosed to the public. Further many developments take years to be commercialized. These factors, among others, may make it impractical to disclose our reasons for rejecting proposed ideas or submissions.

To protect the interests of both yourself and Pfizer, it is preferred that you consult with an attorney regarding the legal avenues available to protect your idea prior to submission. There may be several options of protection available for your idea prior to submission. Although not recommended, you of course, have the option of submitting an idea without the advice of an attorney.

Once an idea is submitted to Pfizer, it is often necessary to refer the submission to a number of different persons in the Company and even to outside consultants to ascertain whether or not it is of interest. Accordingly, while we have no intention of publicizing a submission, we can assume no obligation to keep it confidential. Further our personnel must be free to work in all areas of interest to the Company. Thus, we cannot impose limitations on their activities by declaring certain areas "out of bounds" as a condition to receiving a "new idea." All submissions MUST be non-confidential and should not contain any markings indicating confidentiality. By submitting your idea to Pfizer for review, you understand that we will not treat the information as confidential or proprietary, and thus will not be restricted from using such information or disclosing such information to third parties.

For the reasons listed above, it is our policy to consider submissions from persons outside of Pfizer upon the following conditions, which you hereby agree to by virtue of proceeding with a submission:

1. Any submission that you may make to Pfizer is made voluntarily and does not contain any confidential information.
2. Submissions are not made in confidence and are not accompanied by any reservation or condition whatever that imposes upon Pfizer any obligation or restriction with regard to its use nor creates a confidential relationship between you and Pfizer, or any of its subsidiaries or related companies.
3. Your submission does not obligate Pfizer to adopt your ideas or pay any monies for any use thereof unless and until such obligation is expressed in a formal written contract with Pfizer.
4. All your rights and remedies arising out of any submission made to Pfizer, or the use thereof by Pfizer or its subsidiaries, shall be limited exclusively to any rights and remedies, as may now or in the future be accorded to you under global Patents and Copyrights. All other claims you may have of any nature whatever arising out of any disclosure you make to Pfizer or its subsidiaries are hereby waived.