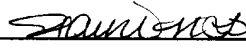


5-29-98

-Atty. Dkt. No. 29423/159-

FORM PTO-1595 (modified) (Rev 6-93)	R	06-11-1998	HEET	U.S. DEPARTMENT OF COMMERCE Patent and Trademark Office
To the Commissioner of Patents		100735454	/ original documents or copies thereof	
1. Name of conveying party(ies): Junhui Cai		2. Name and address of receiving party(ies): Bandag Incorporated 2905 North Hwy 61 Muscatine, Iowa 52761-5886		
Additional conveying party(ies) attached? no		Additional name(s) & address(es) attached? no		
3. Nature of conveyance: ASSIGNMENT		Execution Date: May 21, 1998		
4. Application number(s) or patent number(s): If this is being filed together with a new application, the execution date of the application is: May 21, 1998		A. Patent Application Number(s):		
		B. Patent Numbers(s):		
Additional numbers attached? no				
5. Name and address of party to whom correspondence concerning document should be mailed: Keith D. Lindenbaum FOLEY & LARDNER Firststar Center 777 East Wisconsin Avenue Milwaukee, Wisconsin 53202-5367		6. Total number of applications/patents involved: 1		
06/05/1998 CHINS1 00000031 29088650		7. Total fee (37 C.F.R. § 3.41): \$40.00		
02 FC:581 40.00 OP		<input checked="" type="checkbox"/> Check Enclosed		
		Charge to deposit account (duplicate copy attached)		
		8. Deposit account number: 06-1447		
DO NOT USE THIS SPACE				
9. Statement and signature: <i>To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document. The Commissioner is hereby authorized to charge any additional recordation fees which may be required in this matter to the above-identified deposit account.</i>				
Elaine H. Lo				29 MAY 1998
Name of person signing		Signature		Date
Total number of pages including cover sheet, attachments, and document: 4				

1c530 U.S. PTO
29/088650
06/23/98

Mail documents to be recorded with required recordation cover sheet(s) to:
Commissioner of Patents & Trademarks, Box ASSIGNMENTS, Washington D.C. 20231

PATENT
REEL: 9221 FRAME: 0608

ASSIGNMENT AND AGREEMENT

WHEREAS, Junhui Cai of 617 West Fourth Street, Apartment 2, Muscatine, Iowa 52761, (hereinafter referred to as "ASSIGNOR") has invented a certain invention entitled **TIRE TREAD** (Atty. Dkt. No. 29423/159) for which an application for United States Letters Patent was executed by ASSIGNOR concurrently herewith; and

WHEREAS, Bandag Incorporated, a corporation duly organized and existing under the laws of the State of Iowa, and having its principal place of business at 2905 North Hwy 61, Muscatine, Iowa 52761-5886 (hereinafter referred to as "ASSIGNEE") is desirous of acquiring the entire interest therein;

NOW THEREFORE, in consideration of One Dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, ASSIGNOR has sold, assigned, and transferred, and by these presents hereby sells, assigns, and transfers, unto ASSIGNEE, its successors and assigns, the full and exclusive right, title, and interest in and to (a) the above-identified invention or inventions and all improvements and modifications thereof, (b) the above-identified application and all other applications for Letters Patent of the United States and countries foreign thereto for the above-identified invention or inventions and all improvements and modifications thereof, (c) all Letters Patent which may issue from said applications in the United States and countries foreign thereto, (d) all divisions, continuations, reissues, and extensions of said applications and Letters Patent, and (e) the right to claim for any of said applications the full benefits and priority rights under the International Convention and any other international agreement to which the United States adheres; such right, title, and interest to be held and enjoyed by ASSIGNEE, its successors and assigns, to the full end of the term or terms for which any and all such Letters Patent may be granted as fully and entirely as would have been held and enjoyed by ASSIGNOR had this Assignment not been made.

ASSIGNOR HEREBY AUTHORIZES AND REQUESTS the Commissioner of Patents and Trademarks to issue said Letters Patent to ASSIGNEE as assignee of the entire interest, for the sole use and benefit of ASSIGNEE, its successors and assigns.

ASSIGNOR HEREBY AGREES (a) to communicate to ASSIGNEE, its successors and assigns, or their representatives or agents, all facts and information known or available to ASSIGNOR respecting said invention or inventions, improvements, and modifications including evidence for interference, reexamination, reissue, opposition, revocation, extension, or infringement purposes or other legal, judicial, or administrative proceedings, whenever requested by ASSIGNEE; (b) to testify in person or by affidavit as required by ASSIGNEE, its successors and assigns, in any such proceeding in the United States or a country foreign thereto; (c) to execute and deliver, upon request by ASSIGNEE, all lawful papers including, but not limited to, original, divisional, continuation, and reissue applications, renewals, assignments, powers of attorney, oaths, affidavits, declarations, depositions; and (d) to provide all reasonable assistance to ASSIGNEE, its successors and assigns, in obtaining and enforcing proper title in and protection for said invention or inventions, improvements, and modifications under the intellectual property laws of the United States and countries foreign thereto.

ASSIGNOR HEREBY REPRESENTS AND WARRANTS that ASSIGNOR has the full and unencumbered right to sell, assign, and transfer the interests sold, assigned, and

transferred herein, and that ASSIGNOR has not executed and will not execute any document or instrument in conflict herewith.

ASSIGNOR HEREBY GRANTS to the law firm of FOLEY & LARDNER the power and authority to insert in this Assignment any further identification which may be necessary or desirable to comply with the rules of the U.S. Patent and Trademark Office for recordation of this Assignment.

ASSIGNOR UNDERSTANDS AND AGREES that the attorneys and agents of the law firm of FOLEY & LARDNER do not personally represent ASSIGNOR or ASSIGNOR's legal interests, but instead represent the interests of ASSIGNEE; since said attorneys and agents cannot provide legal advice to ASSIGNOR with respect to this Assignment, ASSIGNOR acknowledges its right to seek its own independent legal counsel.

Executed this 21 day of May, 1998.

Junhui Cai
Junhui Cai

State of Iowa)
County of Muscatine) ss.

On this 21 day of May, 1998, before me, a notary public in and for said county, appeared Junhui Cai, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Jimmy L. McDaniel
Notary Public

(Seal)

My Commission Expires: 1/13/2001