

01-13-1999



100941140

EET

U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office

To the Honorable Commissioner of Patents and Trademarks: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):
Richard Brewer; Thomas J. Grebinski;
James E. Currie; Michael Jones;
William Mullee; Ann Nguyen

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance:

☒ Assignment ☐ Merger
☐ Security Agreement ☐ Change of Name
☐ Other _____

Execution Date: 11/9/98; 11/10/98

4. Application number(s) or patent number(s):

A. Patent Application No.: 09/064,651

Title: PLANARIZATION COMPOSITIONS AND
METHODS FOR REMOVING INTERLAYER
DIELECTRIC FILMS

Filed Date: April 22, 1998Additional numbers attached? ☐ Yes ☒ No

If this document is being filed together with a new application, the execution date of the application is: _____

2. Name and address of receiving party(ies):

Name: Advanced Chemical Systems International, Inc.Address: 510 Alder DriveMilpitas, CA 95035Additional name(s) & address(es) attached? ☐ Yes ☒ No

B. Patent No(s):

5. Name and address of party to whom
correspondence concerning document should
be mailed:

Name: Martin C. Fliesler, Esq.Address: Fliesler, Dubb, Meyer & LovejoyFour Embarcadero Center, Suite 400San Francisco, CA 94111Telephone: (415) 362-3800

6. Total Number of applications and patents
involved: 1 X \$40.00 each

7. Total fee (37 CFR 3.41)..... \$ 40.00☒ Check Enclosed

8. Fee Authorization. Authorization is given to charge
any additional fees or credit any
overpayment to Deposit Account
No. 06-1325.

Copy. (A duplicate copy of this authorization is
not enclosed.)

9. Statement and signature.

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.

D. Benjamin Borson
Attorney (Reg. No.: 42,349)

D. Benjamin Borson
Signature

December 22, 1998
Date

10. Total number of pages to be recorded: 27 (2 page cover sheet and 25 page document).

JOINT TO CORPORATE ASSIGNMENT

WHEREAS, the undersigned,

(1) RICHARD BREWER (2) THOMAS J. GREBINSKI

(3) JAMES E. CURRIE (4) MICHAEL JONES

(5) WILLIAM MULLEE (6) ANN NGUYEN

(hereinafter termed "Inventors"), residents of

(1) 1450 Almaden Valley Drive (2) 1920 Tallwood Lane

San Jose, California 95120 Boise, Idaho 83707

(3) Route 1, Box 47C, Hammond Hill Road (4) 484 Madera Avenue, #3

Dover Plains, New York 12522 Sunnyvale, California 94086

(5) 10592 SW 63rd Drive (6) 3846 Glengrove Way

Portland, Oregon 97219 San Jose, California 95121

respectively, have invented certain new and useful improvements in:

**PLANARIZATION COMPOSITIONS AND METHODS
FOR REMOVING INTERLAYER DIELECTRIC FILMS**

and have executed a declaration or oath for an application for a United States patent disclosing and identifying the invention:

1. On the

(1) day of , 1998; (2) day of 1998;

(3) day of , 1998; (4) day of , 1998;

(5) day of 1998; (6) day of , 1998;

respectively;

Or

2. X Said application having SC/Serial Number 09/064,651 and
filed on the 22nd day of April, 1998.

WHEREAS ADVANCED CHEMICAL SYSTEMS INTERNATIONAL, INC. (hereinafter termed "Assignee"), a corporation of the State of California, having a place of business at 510 Alder Drive, Milpitas, State of California, wishes to acquire the entire right, title and interest in and to said application and the invention disclosed therein, and in and to all embodiments of the invention, heretofore conceived, made or discovered jointly or severally by said Inventors (all collectively hereinafter termed "said invention"), and in and to any and all patents, certificates of invention and other forms of protection thereon (hereinafter termed "patents") applied for or granted in the United States and/or other countries.

NOW THEREFORE, for good and valuable consideration acknowledged by each of said Inventors to have been received in full from said Assignee:


1. Said Inventors do hereby sell, assign, transfer and convey to said Assignee, the entire right, title and interest (a) in and to said application and said invention; (b) in and to all rights to apply in any or all countries of the world for patents, certificates of inventions or other governmental grants on said invention, including the right to apply for patents pursuant to the International Convention for the Protection of Industrial Property or pursuant to any other convention, treaty, agreement or understanding; (c) in and to any and all applications filed and any and all patents, certificates of inventions or other governmental grants granted on said invention in the United States or any other country, including each and every application filed and each and every patent granted on any application which is a division, substitution, or continuation of any of said applications; (d) in and to each and every reissue or extension of any of said patents; and (e) in and to each and every patent claim resulting from a reexamination certificate for any and all of said patents.

2. Said Inventors hereby jointly and severally covenant and agree to cooperate with said Assignee to enable said Assignee to enjoy to the fullest extent the right, title and interest herein conveyed in the United States and other countries. Such cooperation by said Inventors shall include prompt production of pertinent facts and documents, giving of testimony, executing of petitions, oaths, specifications, declarations or other papers, and other assistance all to the extent deemed necessary or desirable by said Assignee (a) for perfecting in said Assignee the right, title and interest herein conveyed; (b) for complying with any duty of disclosure; (c) for prosecuting any of said applications; (d) for filing and prosecuting substitute, divisional, continuing or additional applications covering said invention; (e) for filing and prosecuting applications for reissue of any of said patents; (f) for interference or other priority proceedings involving said invention; and (g) for legal proceedings involving said invention and any applications therefor and any patents granted thereon, including without limitation opposition proceedings, cancellation proceedings, priority contests, public use proceedings, reexamination proceedings, compulsory licensing proceedings, infringement actions and court actions; provided, however, that the expense incurred by said Inventors in providing such cooperation shall be paid for by said Assignee.

3. The terms and covenants of this Assignment shall inure to the benefit of said Assignee, its successors, assigns and other legal representatives, and shall be binding upon said Inventors, their respective heirs, legal representatives and assigns.

4. Said Inventors hereby jointly and severally warrant and represent that they have not entered and will not enter into any assignment, contract, or understanding in conflict herewith.

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

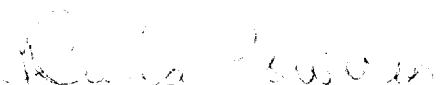
Date: 1/10/98 (1) 
RICHARD BREWER

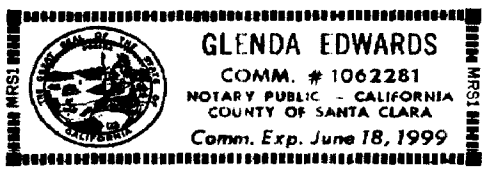
State of California)
County of San Mateo)

On 11/1/97 before me, Glenda Edwards, Notary,
(name and title of officer)

personally appeared **RICHARD BREWER**, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature 



IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: 11/10/98

(2) [Signature]
THOMAS J. GREBINSKI

State of California)

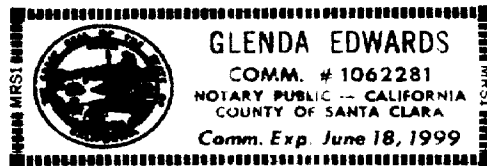
County of Santa Clara)

On 11/10/98 before me, Glenda Edwards, Notary Public,
(name and title of officer)

personally appeared THOMAS J. GREBINSKI, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature Glenda Edwards



IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____ (3) _____
JAMES E. CURRIE

State of _____)
County of _____)

On _____ before me, _____,
(name and title of officer)

personally appeared **JAMES E. CURRIE**, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: 11/1/98

(4) 
MICHAEL JONES

State of California)

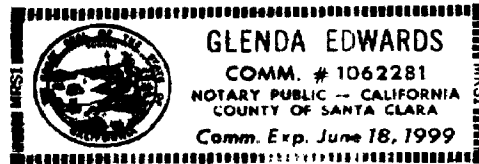
County of San Mateo)

On 11/09/98 before me, Glenda Edwards, Notary,
(name and title of officer)

personally appeared MICHAEL JONES, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature 



IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: 11/10/98

(5) [Signature]
WILLIAM MULLEE

State of California)

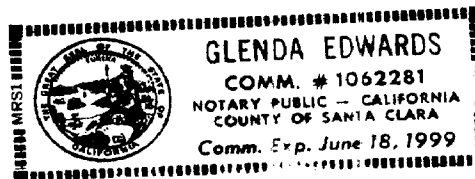
County of Santa Clara)

On 11/10/98 before me, Glenda Edwards Notary
(name and title of officer)

personally appeared WILLIAM MULLEE, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature [Signature]



IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: 1/9/98

(6) *Ann Nguyen*
ANN NGUYEN

State of California)

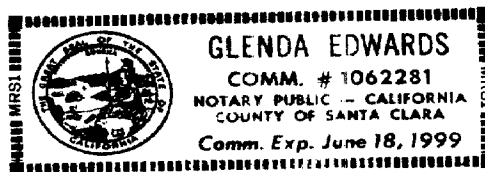
County of San Mateo)

On 11/9/98 before me, Glenda Edwards - Notary
(name and title of officer)

personally appeared ANN NGUYEN, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted executed the instrument.

WITNESS my hand and official seal.

Signature *Glenda Edwards*



JOINT TO CORPORATE ASSIGNMENT

WHEREAS, the undersigned.

- | | |
|----------------------------|--------------------------------|
| (1) <u>RICHARD BREWER</u> | (2) <u>THOMAS J. GREBINSKI</u> |
| (3) <u>JAMES E. CURRIE</u> | (4) <u>MICHAEL JONES</u> |
| (5) <u>WILLIAM MULLEE</u> | (6) <u>ANN NGUYEN</u> |

(hereinafter termed "Inventors"), residents of

- | | |
|---|--|
| (1) <u>1450 Almaden Valley Drive</u>
<u>San Jose, California 95120</u> | (2) <u>1920 Tallwood Lane</u>
<u>Boise, Idaho 83707</u> |
| (3) <u>Route 1, Box 47C, Hammond Hill Road</u>
<u>Dover Plains, New York 12522</u> | (4) <u>484 Madera Avenue, #3</u>
<u>Sunnyvale, California 94086</u> |
| (5) <u>10592 SW 63rd Drive</u>
<u>Portland, Oregon 97219</u> | (6) <u>3846 Glengrove Way</u>
<u>San Jose, California 95121</u> |

respectively, have invented certain new and useful improvements in:

**PLANARIZATION COMPOSITIONS AND METHODS
FOR REMOVING INTERLAYER DIELECTRIC FILMS**

and have executed a declaration or oath for an application for a United States patent disclosing and identifying the invention:

1. On the
- | | |
|--|--|
| (1) <u> </u> day of <u> </u> , 1998; | (2) <u> </u> day of <u> </u> 1998; |
| (3) <u> </u> day of <u> </u> , 1998; | (4) <u> </u> day of <u> </u> , 1998; |
| (5) <u> </u> day of <u> </u> 1998; | (6) <u> </u> day of <u> </u> , 1998; |

respectively;

Or

2. X Said application having SC/Serial Number 09/064,651 and
 filed on the 22nd day of April, 1998.

WHEREAS ADVANCED CHEMICAL SYSTEMS INTERNATIONAL, INC. (hereinafter termed "Assignee"), a corporation of the State of California, having a place of business at 510 Alder Drive, Milpitas, State of California, wishes to acquire the entire right, title and interest in and to said application and the invention disclosed therein, and in and to all embodiments of the invention, heretofore conceived, made or discovered jointly or severally by said Inventors (all collectively hereinafter termed "said invention"), and in and to any and all patents, certificates of invention and other forms of protection thereon (hereinafter termed "patents") applied for or granted in the United States and/or other countries.

NOW THEREFORE, for good and valuable consideration acknowledged by each of said Inventors to have been received in full from said Assignee:

1. Said Inventors do hereby sell, assign, transfer and convey to said Assignee, the entire right, title and interest (a) in and to said application and said invention; (b) in and to all rights to apply in any or all countries of the world for patents, certificates of inventions or other governmental grants on said invention, including the right to apply for patents pursuant to the International Convention for the Protection of Industrial Property or pursuant to any other convention, treaty, agreement or understanding; (c) in and to any and all applications filed and any and all patents, certificates of inventions or other governmental grants granted on said invention in the United States or any other country, including each and every application filed and each and every patent granted on any application which is a division, substitution, or continuation of any of said applications; (d) in and to each and every reissue or extension of any of said patents; and (e) in and to each and every patent claim resulting from a reexamination certificate for any and all of said patents.

2. Said Inventors hereby jointly and severally covenant and agree to cooperate with said Assignee to enable said Assignee to enjoy to the fullest extent the right, title and interest herein conveyed in the United States and other countries. Such cooperation by said Inventors shall include prompt production of pertinent facts and documents, giving of testimony, executing of petitions, oaths, specifications, declarations or other papers, and other assistance all to the extent deemed necessary or desirable by said Assignee (a) for perfecting in said Assignee the right, title and interest herein conveyed; (b) for complying with any duty of disclosure; (c) for prosecuting any of said applications; (d) for filing and prosecuting substitute, divisional, continuing or additional applications covering said invention; (e) for filing and prosecuting applications for reissue of any of said patents; (f) for interference or other priority proceedings involving said invention; and (g) for legal proceedings involving said invention and any applications therefor and any patents granted thereon, including without limitation opposition proceedings, cancellation proceedings, priority contests, public use proceedings, reexamination proceedings, compulsory licensing proceedings, infringement actions and court actions; provided, however, that the expense incurred by said Inventors in providing such cooperation shall be paid for by said Assignee.

3. The terms and covenants of this Assignment shall inure to the benefit of said Assignee, its successors, assigns and other legal representatives, and shall be binding upon said Inventors, their respective heirs, legal representatives and assigns.

4. Said Inventors hereby jointly and severally warrant and represent that they have not entered and will not enter into any assignment, contract, or understanding in conflict herewith.

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____ (1) _____
RICHARD BREWER

State of _____)
County of _____)

On _____ before me, _____,
(name and title of officer)
personally appeared **RICHARD BREWER**, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____

(2) _____

THOMAS J. GREBINSKI

State of _____)

)

County of _____)

On _____ before me, _____.

(name and title of officer)

personally appeared **THOMAS J. GREBINSKI**, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: December 21, 1998

(3) [Signature] ON BEHALF OF JAMES E. CURRIE

JAMES E. CURRIE

Signed on behalf of James E. Currie
by Thomas J. Grebowski, Vice President
for Business Development, as AUTH-
ORIZED BY CONFIDENTIALITY AND INTEL-
LECTUAL PROPERTY AGREEMENT DATED SEPTEMBER 30, 1996 AND SIGNED BY
State of _____) MR. JAMES E. CURRIE.

County of _____)

On _____ before me, _____,
(name and title of officer)

personally appeared JAMES E. CURRIE, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____ (4) _____
MICHAEL JONES

State of _____)
County of _____)

On _____ before me, _____,
(name and title of officer)

personally appeared MICHAEL JONES, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____ (5) _____
WILLIAM MULLEE

State of _____)
County of _____)

On _____ before me, _____,
(name and title of officer)

personally appeared WILLIAM MULLEE, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____

IN WITNESS WHEREOF, the said Inventor(s) have executed and delivered this instrument to said Assignee on the date of acknowledgment before the Notary Public as given below.

Date: _____ (6) _____
ANN NGUYEN

State of _____)

County of _____)

On _____ before me, _____,
(name and title of officer)

personally appeared ANN NGUYEN, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature _____



CONFIDENTIALITY AND INTELLECTUAL PROPERTY AGREEMENT

Advanced Chemical Systems International, Inc. (the "Company") is dedicated to a policy of exerting a significant influence in its chosen fields through technical innovation and creative administration and marketing. The competitive success of this policy depends to a large extent on the Company's ability to capitalize on the creative talents of its employees and to maintain a free flow of pertinent information among its employees.

For this reason, all employees are requested to sign the following Agreement under which:

- (I) Requirements are specified for avoiding conflicting outside activities while the employee is associated with the Company as an employee,
- (II) The Company is assured of disclosure of and exclusive rights to ideas, works, and inventions which relate to Company business,
- (III) The Company is protected against unauthorized disclosure of confidential information of the Company or other persons and against post-employment retention of Company records,
- (IV) Former Company employees are prohibited from soliciting other Company employees for one year and the Company policy on employment agreements is stated.

A G R E E M E N T

In part consideration of my employment or continued employment by Advanced Chemical Systems International, Inc., a California corporation, or by any of its affiliates (hereinafter collectively referred to as the "Company"), and effective as of the date that said employment first commenced, I agree that:

(1) Time Commitment and Conflict of Interest

A. Time Commitment

During the term of my employment, in order to help ensure that I devote most of my professional energies to the Company I will not without the prior written approval of the Board of Directors of the Company engage in any other professional employment or consulting.

B. Conflict of Interest

During the term of my employment, I will not without the prior written approval of the Board of Directors of the Company directly or indirectly participate in or assist any business which is a current or potential supplier, customer, or competitor of the Company, except that I may invest to an extent not exceeding one percent of the total outstanding shares in each of one or more companies whose shares are listed on a national securities exchange or quoted daily by NASDAQ ("Exempt Investments").

I represent that my performance of all the terms of this Agreement and my work for the Company does not and will not breach any invention assignment or proprietary information agreement with any former employer or other party or create any conflict of interest with anyone. I agree that I will not disclose

to the Company or use for the benefit of the Company any confidential information derived from sources other than employment with the Company. I agree that if I am in doubt as to the confidential status of any information, or if any information is alleged to be proprietary, I will refer to the management of the Company the question of whether such information is available for disclosure and use for the benefit of the Company.

I will not enter into any other agreement with any other person or entity, either written or oral, in conflict with the terms of this Agreement.

(2) Disclosure and Assignment to Company of Inventions

A. Disclosure to Company of Inventions

Except as provided in the next sentence, I will disclose in confidence promptly to the Company any ideas, inventions, works of authorship (including but not limited to computer programs, software, and documentation), improvements, or discoveries, whether or not patentable or copyrightable ("Work Product"), which during the term of my employment, whether or not in the course of my employment, I may conceive, make, develop, work on, or first reduce to practice, in whole or in part, either solely or jointly with others, whether or not reduced to drawings, written description, documentation, models, or other tangible form. The disclosure requirement of the preceding sentence shall not apply to Work Product (a) for which no equipment, supplies, facilities, or trade secret information of the Company was used, (b) which was developed entirely on my own time, (c) which does not relate to the business of the Company or to the Company's actual or demonstrably anticipated research or development, and (d) which does not result from any work performed by me for the Company. Work Product satisfying conditions (a), (b), (c), and (d) above is hereinafter referred to as "Personal Work Product". I agree that if I am in doubt as to

whether any given Work Product must be disclosed to the Company by the terms of this Agreement, I will refer such question to the management of the Company.

B. Assignment to Company of Inventions

In these regards, I agree that all Work Product other than Personal Work Product shall forthwith and without further consideration become and be the exclusive property of the Company, its successors, and assigns. I hereby assign to the Company all patents, copyrights, mask works or other statutory or common law protections in any and all countries for the Work Product required to be disclosed under this Agreement, except Personal Work Product. [Notice is hereby given that the foregoing inventions assignable to the Company do not include any invention which qualifies fully for exemption under Section 2870 of the California Labor Code.] I hereby appoint the Company's Secretary or any other officer of the Company as my attorney-in-fact and agent to execute all documents required or appropriate to perfect or enforce all rights assigned under this Agreement.

I will assist the Company in every proper way, including the signing of any and all papers, authorizations, applications, and assignments, and making and keeping of proper records, and the giving of evidence and testimony (all entirely at the Company's expense), to obtain and to maintain for the use and benefit of the Company or its nominees patents, copyrights, mask works or other protection, in all countries, for any and all Work Product described in Section IIA above. My obligations under this Section IIB will extend beyond the termination of my employment with the Company.

As a matter of record, I have filled out, and have been given sufficient time to fill out, the following Schedule A which contains a complete list of all ideas, inventions, works, improvements, and discoveries, patented and unpatented, copy-

righted and not copyrighted, and which I completed prior to my employment, which I desire to have specifically excluded from the operation of Sections IIA and IIB of this Agreement.

(3) Non-disclosure and Retention of Certain Company Information

A. Non-disclosure of Company Confidential Information

I will regard and preserve as confidential and will not divulge to unauthorized persons, or use or authorize or encourage persons who are under my direction or supervision to use, for any unauthorized purposes, either during or after the term of my employment, any information, matter, or thing of secret, confidential, or private nature connected with the business of the Company or any of its suppliers, customers or their affiliates without the written consent of the Board of Directors of the Company until such time as such information otherwise becomes public knowledge or is disclosed to me without restriction as a matter of right by a third party not affiliated with or working for the Company. Included within the meaning of the foregoing are matters of a technical nature, such as know-how, formulae, computer programs, software and documentation, secret processes or machines, inventions and research projects; matters of a business nature, such as information about costs, profits, markets, sales, customers, suppliers, and employees (including salary, evaluation, and other personnel data); plans for further development; and any other information of a similar nature. In these regards, although certain information or technology may be generally known in the relevant industry, the fact that the Company uses same, and how the Company uses same, may not be so known and therefore is subject to non-disclosure and non-use. Furthermore, the fact that various fragments of information or data may be generally known in the relevant industry does not mean that the manner in which the Company combines them and the results obtained thereby are so known and in such instance are also subject to non-disclosure and non-use.

Excluded from the restrictions of this Section IIIA is information known to me prior to its disclosure to me by the Company. I agree that before making any disclosure or use of confidential information not previously approved in writing by the Board of Directors of the Company in reliance upon the foregoing exclusion or the fact that the information is public knowledge (other than through the Company's own public disclosure) or has been disclosed to me without restriction as a matter of right by a third party, I will give the Company at least ten (10) business days prior written notice specifying the applicable reason and the circumstances giving rise thereto. I shall have the burden of proving by clear and convincing evidence that the given reason applies to such information under such circumstances.

B. Retention of Company Data and Records

I understand and agree that all data and records coming into my possession or kept by me in connection with my employment, including, without limitation, notebooks, drawings, and blueprints; computer programs, software, and documentation; bulletins, parts lists, reports, and customer lists; production, cost, purchasing, and marketing information; and employment data, including policies and salary information, are the exclusive property of the Company. I agree to return to the Company all originals and copies of such data and records upon termination of my employment for any reason, unless specific written consent is obtained from the Board of Directors of the Company to retain any such data or records.

Non-solicitation of Employees and Employment Agreements

C. Non-Solicitation of Employees

During my employment with the Company and for a period of one year after the termination of my employment with the

Company for any reason, in order to enable the Company to maintain a stable work force and to operate its business, I agree that I will not solicit or encourage (nor will I direct or encourage anyone under my authority or control to solicit or encourage) any of the Company's employees to work elsewhere.

D. No Employment Agreement

I understand that this Agreement does not constitute a contract of employment or obligate the Company to employ me for any specific period of time. This Agreement shall not be terminated or altered by changes in duties, compensation, or other terms of my employment. Except as may otherwise be agreed to subsequently in writing between the Board of Directors of the Company and myself, my employment with the Company shall be terminable at the will of either myself or the Company, with or without cause, and shall be automatically terminated upon my death or disability.

E. Miscellaneous

I hereby authorize the Company to disclose this Agreement and my responsibilities hereunder to any person or entity, including, without limitation, my future employers or clients.

This Agreement shall be governed by and construed in accordance with the internal laws of the State of California for contracts entered into in California between California residents. The invalidity or unenforceability of any provision(s) of this Agreement under particular facts and circumstances shall not affect the validity or enforceability either of other provisions of this Agreement or, under other facts and circumstances, of such provision(s). In addition, such provision(s) shall be reformed to be less restrictive if under such facts and circumstances they would then be valid and enforceable.

The headings in this Agreement are solely for convenience and shall not be considered in its interpretation.

This Agreement constitutes my entire agreement and understandings with the Company concerning its subject matter. It merges with and supersedes the provisions of all previous agreements and understandings I have made with the Company and may be amended or waived only in writing signed by myself and an officer of the Company. I UNDERSTAND THAT THIS AGREEMENT IS EFFECTIVE AS OF THE DATE MY EMPLOYMENT WITH THE COMPANY COMMENCED OR WILL COMMENCE.

Date: _____

James E. Currie
Employee Signature

James E. Currie
Printed Name of Employee

WITNESSED BY:

Attest

Accepted this 30 day of

Sept, 1996

ADVANCED CHEMICAL SYSTEMS
INTERNATIONAL, INC.

By: [Signature]

SCHEDULE A

(List here previous ideas, inventions, works, improvements, and discoveries completed prior to your employment which you desire to have specifically excluded from the operation of Sections IIA and IIB of this Agreement. Continue on reverse side if necessary. If none, so state.)

THIS LIST CONTAINS 0 ITEMS.

Indicate acknowledgment and completeness of above by initialing below.

ADVANCED CHEMICAL SYSTEMS
INTERNATIONAL, INC.

James E. Currie
Employee Signature

By in [Signature]

James E. CURRIE
Printed Name of Employee