

Docket No.: 21/US/8

FORM PTO-1595 (Modified)
(Rev. 03-01)
OMB No. 0651-0027 (exp. 5/31/2002)
POBA/REV03

RECORDATION FORM COVER SHEET

U.S. DEPARTMENT OF COMMERCE
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To the Director of the United States Patent and Trademark Office: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):

Leo C. Warner

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

Name: Hunter Douglas Inc.

Address: 2 Park Way

Additional names(s) of conveying party(ies) Yes No

3. Nature of conveyance:

- Assignment Merger
 - Security Agreement Change of Name
 - Other For Technical and Management Personnel
- Trade Secret and Non-Compete Agreement

City: Upper Saddle River State/Prov.: NJ

Country: U.S.A. ZIP: 07458

Execution Date: January 6, 1992

Additional name(s) & address(es) Yes No

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

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

Patent Application No.	Filing date
<u>29/178,143</u>	<u>21 March 2003</u>

B. Patent No.(s)

Additional numbers Yes No

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

Name: Gary M. Polumbus, Esq.

Registration No. 25,364

Address: DORSEY & WHITNEY LLP

370 Seventeenth Street, Suite 4700

City: Denver State/Prov.: CO

Country: U.S.A. ZIP: 80202-5647

6. Total number of applications and patents involved: 1

7. Total fee (37 CFR 3.41):.....\$ 40.00

- Enclosed - Any excess or insufficiency should be credited or debited to deposit account
- Authorized to be charged to deposit account

8. Deposit account number:

04-1415

(Attach duplicate copy of this page if paying by deposit account)

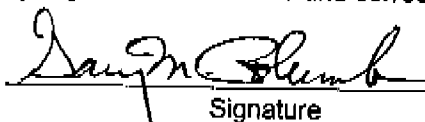
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9. Statement and signature.

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.

Gary M. Polumbus

Name of Person Signing



Signature

5 October 2005

Date

Total number of pages including cover sheet, attachments, and document: 6

Mail documents to be recorded with required cover sheet information to:
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PATENT

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HUNTER DOUGLAS INC.

TRADE SECRET AND NON-COMPETE AGREEMENT
FOR TECHNICAL AND MANAGEMENT PERSONNEL

In consideration of my employment by Hunter Douglas Inc., a Delaware corporation, and its successors, assigns, or duly authorized representatives (hereinafter collectively referred to as "Hunter Douglas") and of the salary or other compensation paid for my services in the course of such employment, I understand and specifically agree:

General Provisions

1.1 That Hunter Douglas at its Broomfield, Colorado facility is primarily engaged in the business of the development, manufacture, sale and distribution of window covering components and products incorporating expandable honey-comb material.

1.2 That employment by Hunter Douglas as a member of its staff and the compensation paid to me by it are at least in part dependent upon earnings or profits which accrue to Hunter Douglas through its ownership of assets relating to know-how, trade secrets, inventions, patents, trademarks and copyrights.

1.3 That Hunter Douglas has the right to terminate my employment with or without cause and that, if terminated, Hunter Douglas is not obligated to pay me any additional salary or other compensation.

Definitions

REDACTED

2.2 "Inventions" means discoveries, concepts and ideas, whether patentable or not, including but not limited to, processes, designs, methods, formulas and techniques, as well as improvements thereof or know-how related thereto, concerning any present or prospective activities of Hunter Douglas with which I become acquainted directly as a result of my employment by Hunter Douglas.

Trade Secret Provisions

REDACTED

Shop Right

REDACTED

4.3 I will apply, at Hunter Douglas' request and expense, for United States and foreign letters patent either in my name or otherwise as Hunter Douglas shall desire.

4.4 I hereby assign and agree to assign to Hunter Douglas all rights to such Inventions, and to applications for United States and/or foreign letters patent and to United States and/or foreign letters patent granted and/or patents issued on or after the date of this Agreement upon such Inventions.

4.5 I will acknowledge and deliver promptly to Hunter Douglas, without charge for such services, but at Hunter Douglas' expense, such written instruments and do such other acts, such as giving testimony in support of my inventorship, as may be necessary, in the opinion of Hunter Douglas, to obtain and maintain United States and/or foreign letters patent and to vest the entire right and title thereto in Hunter Douglas.

REDACTED

Contract Provision

5.1 I understand that Hunter Douglas either has or may assume certain obligations with respect to Inventions, Trade Secrets and copyrights under contract with other parties and I agree to cooperate fully in assisting Hunter Douglas to comply with its obligations under all such contracts.

Non-Competition

REDACTED

Miscellaneous Provision

REDACTED

Executed this 6 day of Jan 1992 at
One Duetta Way, Broomfield, Colorado 80020.

Employee Signature: *Leo C Warner*

Print Name: LEO C WARNER

Print Address: 5720 BALSAM AVENUE CO

Date: 1-6-92

ACCEPTED:
Hunter Douglas Inc.

By: *Richard J. Rosen*

Title: MANAGER HUMAN RESOURCES

Date: 1/6/92

cmk/MB-SECRET