FORM PTO-1595 (Mounical, (Rev. 03-01))
OMB No. 0651-0027 (exp.5/31/2002)
P08A: REV03 JUL 1 7 2006

07-21-2006

103279804

Docket No.: 19339-094936

U.S. DEPARTMENT OF COMMERCE Patent and Trademark Office

Tab settings • • •	
To the Director of the United States Patent and Trademark Of	fice: Please record the attached original documents or copy thereof.
1. Name of conveying party(ies):	2. Name and address of receiving party(ies):
Tian Zhang 7 - 17 - 0 %	Name: Windo-Motion
/-1/-0%	
	Address: 594 Newpark Boulevard
Additional names(s) of conveying party(ies)	
3. Nature of conveyance:	
☐ Assignment ☐ Merger	
☐ Security Agreement ☐ Change of Name	City: Newmarket State/Prov.: Ontario
☑ Other Proprietary Interest & Employment Agrment	Country: Canada ZIP: L3Y 4X1
Execution Date: 30 November 1999	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	B. Patent No.(s)
10/471 210 00/09/2002	
10/471,219 09/08/2003 7/20/2006 DBYRNE 00000108 501759 10471219	
1 FC:8021 40.00 DA	
Additional numbers	│ ☐ Yes ☒ No
5. Name and address of party to whom correspondence concerning document should be mailed:	6. Total number of applications and patents involved:
Name: Robin W. Asher	7. Total fee (37 CFR 3.41):\$ 40.00
Registration No. 41,590	☐ Enclosed - Any excess or insufficiency should be
Address: Clark Hill PLC	credited or debited to deposit account
500 Woodward Avenue	☑ Authorized to be charged to deposit account
Suite 3500	8. Deposit account number:
City: Detroit State/Prov.: MI	50-1759
Country: <u>USA</u> ZIP: <u>48226-3435</u>	(Attach duplicate copy of this page if paying by deposit account)
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	T USE THIS SPACE
<ol> <li>Statement and signature.</li> <li>To the best of my knowledge and belief, the foregoing inform of the original document.</li> </ol>	mation is true and correct and any attached copy is a true copy
To the best of my knowledge and belief, the foregoing inform of the original document.	mation is true and correct and any attached copy is a true copy
To the best of my knowledge and belief, the foregoing inform	

594 Newpark Blvd. P.O. Box 154 Newmarket, Ontario, Canada L3Y 4X1 Tel (905) 898-3992 Fax (905) 898-6459

## **PRIVATE & CONFIDENTIAL**

November 29, 1999

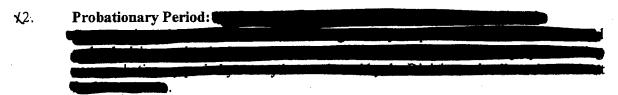
Tian Zhang 25 Erla Court Markham, Ontario L3S 3B3

Dear Tian:

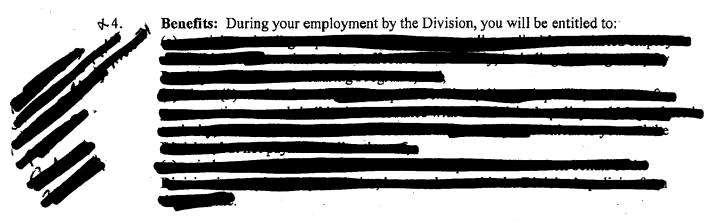
Re: Employment with Windo-Motion - Plant 1

In accordance with our recent discussions, this letter will confirm the terms and conditions of your employment with Windo-Motion – Plant 1 (the "Division"), as follows:

1. **Position:** You are appointed as Designer II to perform duties assigned to you from time to time by the Director of Engineering of the Division or his designees.



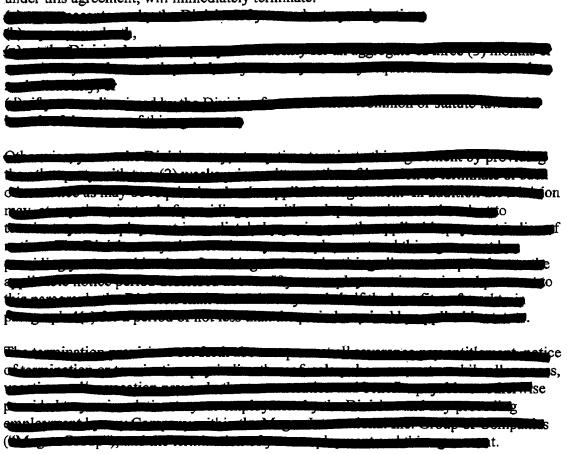
Remuneration: You shall receive a Base Salary of the per annum (less statutory required deductions), payable in arrears in equal installments in accordance with the Division's standard payroll practices. Your Base Salary will be reviewed annually during August of each year.



PATENT REEL: 018110 FRAME: 0795



(5. **Termination:** This agreement and your employment, including all benefits provided for under this agreement, will immediately terminate:



- 6. **Terms and Conditions:** You hereby acknowledge and agree that you shall abide by the following terms and condition, as well, you hereby acknowledge that such terms and conditions are reasonable:
  - (a) <u>Technology</u>, <u>Know-How</u>, <u>Inventions</u>, <u>Patents</u>: That all designs, devices, improvement, inventions and ideas made or conceived by you resulting from your access to the business of the Magna Group shall be exclusive property of the Magna Group and you and your estate agree to take all necessary steps to ensure that such property rights are protected.
  - (b) <u>Confidentiality</u>: You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Division, or any member of the Magna Group or their respective customers or suppliers, including information which, though technically not trade secret, the dissemination or knowledge whereof might prove prejudicial to any of them.
  - (c) Non-Competition: During the term of your employment with the Division and for a period of six (6) months after the termination of your employment, you shall not, directly or indirectly, in any capacity compete with the business of the Division, or of any member of the Magna Group in respect of which you had access to proprietary or confidential information or solicit the employees thereof.

PATENT REEL: 018110 FRAME: 0796



All other terms and conditions shall be as set out in the Division Employee Handbook, as may be amended from time to time.

7. **Start Date:** Your employment with the Division shall commence on Monday December 20,1999.

If the terms of employment as set out in this agreement are acceptable to you, please sign and date two copies of this agreement in the places indicated and return one fully signed copy to the attention of Ellen MacCormack, Human Resources Manager, by Friday December 3, 1999, after which time, if not signed and returned, this agreement shall become null and void and has no effect. Upon execution by you, this agreement replaces any prior written or oral employment contract or other agreement concerning remuneration between you and the Division or any member of the Magna Group.

Yours very truly,

WINDO-MOTION

Paul Stroz
General Manager

I hereby accept the terms and conditions set out above and acknowledge that this agreement contains all of the terms and conditions of my employment with Windo-Motion and that no other terms, conditions or representation other than those within this letter form part of this agreement.

Tian Zhang

11/30/99 Date

> PATENT REEL: 018110 FRAME: 0797

**RECORDED: 07/17/2006**