

07-21-2006

Docket No.: 19339-094936

D.S.

U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office



103279804

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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):

Tian Zhang

7-17-06

Additional names(s) of conveying party(ies)

Yes No

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

Name: Windo-Motion

Address: 594 Newpark Boulevard

3. Nature of conveyance:

Assignment

Merger

Security Agreement

Change of Name

Other Proprietary Interest & Employment Agrment

City: Newmarket State/Prov.: Ontario

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)

10/471,219

09/08/2003

07/20/2006 DBYRNE 00000108 501759 10471219

01 FC:8021 40.00 DA

Additional numbers

Yes No

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

Name: Robin W. Asher

Registration No. 41,590

Address: Clark Hill PLC

500 Woodward Avenue

Suite 3500

City: Detroit State/Prov.: MI

Country: USA ZIP: 48226-3435

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:

50-1759

(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.

Robin W. Asher

Name of Person Signing

Signature

7/13/06

Date

4

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

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

Mail Stop Assignment Recordation Services
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P.O. Box 1450, Alexandria, VA 22313-1450

PATENT

REEL: 018110 FRAME: 0794

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.

x2. **Probationary Period:** [REDACTED]

x3. **Remuneration:** You shall receive a Base Salary of [REDACTED] 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.

x4. **Benefits:** During your employment by the Division, you will be entitled to:
[REDACTED]

[REDACTED]



X5.

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

[REDACTED]
[REDACTED]
(a) [REDACTED] for an aggregate of three (3) months
[REDACTED]
[REDACTED]
(b) [REDACTED] common or statute law
[REDACTED]

[REDACTED] termination of your employment by providing
[REDACTED] to terminate or
[REDACTED] in
[REDACTED] to
[REDACTED] if
[REDACTED] to
[REDACTED] to
[REDACTED] to
[REDACTED] to

[REDACTED] notice
[REDACTED] s,
[REDACTED] otherwise
[REDACTED]
[REDACTED] Group of companies
[REDACTED] t.

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) Technology, Know-How, Inventions, Patents: 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) Confidentiality: 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.


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