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Docket No.: 445-3125-D U.S. DEPARTMENT OF COMMERCE RECORDATION FORM COVER SHEET FORM PTO-1595 (Modified) (Rev. 03-01) Patent and Trademark Office QMB No. 0651-0027 (exp.5/31/2002). PATENTS ONLY POA/REVOA Tab settings 🔷 🔷 🔻 To the Director of the United States Patent and Trademark Office: Please record the attached original documents or copy thereof. Name and address of receiving party(ies): 1. Name of conveying party(ies): LARRY S. JORDAN Name: LIBERTY HARDWARE MFG. CORP. Internal Address: ☐ Yes ☒ No Additional names(s) of conveying party(ies) 3. Nature of conveyance: ☐ Merger Assignment Street Address: ☐ Change of Name ☐ Security Agreement 140 Business Park Drive ☑ Other Invention Assignment Agreement City: Winston-Salem State: NC ZIP: 27107 Execution Date: February 26, 2004 Additional name(s) & address(es) attached? 

Yes 
No 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: B. Patent No.(s) Filing Date A. Patent Application No.(s) Des. 511,961 Additional numbers attached? ☐ Yes **⊠** No 5. Name and address of party to whom correspondence Total number of applications and patents involved: concerning document should be mailed: Name: Edgar A. Zarins 7. Total fee (37 CFR 3.41):.....\$ 40.00 Internal Address: Legal Department Enclosed - Any excess or insufficiency should be credited or debited to deposit account Authorized to be charged to deposit account 8. Deposit account number: Street Address: Masco Corporation 13-1981 21001 Van Born Rd. City: Taylor State: MI ZIP: 48180 (Attach duplicate copy of this page if paying by deposit account) DO NOT USE THIS SPACE 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. Edgar A. Zarins, Reg. #30,986

700285315

Name of Person Signing

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

**S**ignature



### Proprietary Non-Disclosure Agreement

Confidential Information and Invention Assignment Agreement

(Please Pri		
Name	LARRY 5. JORDAN	
Employer	Liberty Hardware Mfg. Corp.	
Division		
Location	WINSTON- SALEM MIC	
SSN or ID No.	242-88-0131	
	<u></u>	

#### MASCO CORPORATION

#### PROPRIETARY CONFIDENTIAL INFORMATION

#### AND INVENTION ASSIGNMENT AGREEMENT

in consideration of my employment by my employer, including all of its parent companies, divisions and subsidiaries ("MASCO"), or, if I am an existing employee, in consideration of my continuing employment relationship with my employer, and in consideration of the salary and wages paid for my services in the course of employment, and in consideration of the use of facilities and experience of Masco, and of the opportunity given me by Masco to acquire confidential, proprietary and trade secret information relating to the business and lines of business of Masco, I voluntarily, agree as follows:

1. I will not, without written approval by an officer of Masco, use, disclose, publish or authorize anyone else to use, disclose or publish, either during the term of my employment or subsequent thereto, except as required in the performance of my duties as an employee of Masco, any confidential, proprietary or trade secret information of Masco, its affiliates companies, or others including, but not limited to, MascoTech, Inc. and its respective affiliates, divisions and subsidiaries ("The Masco Group"). Upon leaving the employ of Masco, I will not take with me without the written consent of one of Masco's officers any documents or other things embodying or recording any such confidential, proprietary or trade secret information. For purposes of this Agreement, "Invention" shall mean any new invention, machine, manufacture, method, design, process, technique, apparatus, composition of matter, computer program, formula, equation or configuration of an kind, or any improvements thereto, discovered, conceived, developed, made or produced by me alone or with others, and shall not be limited to the definition of an invention contained in the United States patent laws.

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## IBERTY HAR MANUFACTURING CORPORATION

own time, without the use of any material, facilities or any confidential, proprietary or trade secret information of Masco, or The Masco Group, except for those inventions, computer software, and copyrightable material that either (i) relate to or are within, at the time of conception or actual or constructive reduction to practice of the invention, computer software or copyrightable material, a past or present or contemplated future scope of a business or line of business of Masco, or (ii) result from work performed by me, in connection with or relating to my employment by Masco, for Masco or The Masco Group, including their successors and predecessors, or for others.

- 4. All inventions, computer software, and copyrightable material conceived, authorized or made by me, either alone or with others, during the period of my employment, and including a period of six (6) months after termination of my employment by Masco, that is required to be disclosed to Masco under paragraph 3 above, is the sole property of Masco, except as otherwise provided herein or as may be limited by law in the state in which I am employed
- 5. I will assist Masco, its nominees, successors and assigns at any time both during and after the period of my employment by Masco, or by any of its successors or assigns, in every proper manner and without charge too Masco but entirely at Masco's expense, to obtain copyright protection on the computer software and copyrightable material specified in Paragraph 3 (c) hereof and patents on the Inventions specified in Paragraph 3 (a) and 3 (b) hereof in any and all countries, and I hereby assign to Masco all my right, title and interest in and to such patent applications, patents and copyrights and I will execute, acknowledge and deliver all lawful papers which in the opinion of Masco's counsel are necessary or desirable for applying for and obtaining such copyrights and patents thereof in Masco, its successors, assigns or nominees including applications for patents or design patents, applications for division, continuations, or continuations-in-part of pending applications, applications for reissue of patents and specific assignments of applications and patents, and all right sunder the International Convention for the Protection of Industrial Property.
- 6. I will not breach any obligation that I have to a third party, including but nor limited to any prior employer, not to disclose or use information which is proprietary or confidential to such third party, and I will not disclose to Masco or The Masco Group, or induce Masco or The Masco Group, to use any inventions or confidential, proprietary or trade secret information third parties. I hereby certify that I have no continuing colligation with respect to assignment of inventions to or non-competition with any third party, including previous employers, nor do I claim any previous unpatented invention within the scope of this Agreement as my own, except the following:

(If none, write "none" and sign below)

7. I understand that if I know of material, non-public information concerning Masco or company in The Masco Group, the United States securities laws prohibit me from purchasing or selling securities of such company or from communicating such

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# Proprietary Non-Disclosure Agreement

Confidential Information and Invention Assignment Agreement

(Employee's Signature)

(Print Name)

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Date:

2004