

PATENT ASSIGNMENT

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SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	NUNC PRO TUNC ASSIGNMENT
EFFECTIVE DATE:	01/10/1984
CONVEYING PARTY DATA	
Name	Execution Date
IMANTS R. LAUKS	01/10/1984
RECEIVING PARTY DATA	
Name:	INTEGRATED IONICS INCORPORATED
Street Address:	c/o ABBOTT POINT OF CARE INC.
Internal Address:	400 COLLEGE ROAD EAST
City:	PRINCETON
State/Country:	NEW JERSEY
Postal Code:	08540
PROPERTY NUMBERS Total: 2	
Property Type	Number
Patent Number:	6896778
Patent Number:	6845327
CORRESPONDENCE DATA	
Fax Number:	(816)421-5547
<i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>	
Phone:	8164746550
Email:	dburford@shb.com
Correspondent Name:	SHOOK HARDY & BACON LLP
Address Line 1:	2555 GRAND BLVD.
Address Line 4:	KANSAS CITY, MISSOURI 64108
ATTORNEY DOCKET NUMBER:	ABBT.139791
NAME OF SUBMITTER:	Denise R. Williams
Total Attachments: 3	

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Integrated Ionics Inc.
Building O, 1101 State Road
Princeton, NJ 08540

I understand that I have a confidential relationship with Integrated Ionics Incorporated ("Integrated Ionics") and may have access to confidential and proprietary information and records of Integrated Ionics and its customers. I recognize that an unauthorized disclosure or use of confidential or proprietary information could cause damage to Integrated Ionics or its customers. Therefore, in consideration of my employment or continued employment by Integrated Ionics, I agree to hold in confidence and not to disclose or use any confidential or proprietary information of Integrated Ionics or its customers at any time either during or after the term of my employment, without the express consent of Integrated Ionics, or, in the case of information of its customers, without the express consent of both Integrated Ionics and the customer concerned.

For purposes of this agreement, confidential and proprietary information shall be deemed to include all records, data and information coming into my possession, or which I have learned, or to which I have access, or which I may discover or develop as a result of my employment (either full-time or as a consultant) by Integrated Ionics. The identity of Integrated Ionics's customers and their interests and plans will be deemed to be confidential and proprietary information.

Notwithstanding the above, this agreement shall not apply to any matter which becomes part of the public domain, other than through my act or omission. Further, this agreement shall not apply to information which I am required to disclose by enforceable legal processes.

I recognize that the above definition may include within its scope some information, the disclosure of which could not reasonably be expected to cause damage to Integrated Ionics or its clients. I understand that it is Integrated Ionics's intent to interpret and apply this agreement reasonably. At any time, should I have a question whether any matter within the above definition might nonetheless be disclosed, I shall consult Integrated Ionics' Chairman or any person to whom Integrated Ionics' Chairman shall delegate this responsibility and abide by his decision.

I also agree to promptly communicate to Integrated Ionics, and to assign to Integrated Ionics or its designee all of my rights in, any inventions, improvements or discoveries, whether patentable or not, which I currently own or possess or which I may make or conceive during my employment by Integrated Ionics or which relate to any present or prospective activities of Integrated Ionics; and I do hereby assign to Integrated Ionics and authorize and request competent patent authorities, domestic and foreign, to honor and recognize this document as a full and complete assignment thereof. Notwithstanding the previous sentence, I will not disclose to Integrated Ionics any know-how, information, invention, discovery or idea that I now possess under an obligation of secrecy to a third party. Upon Integrated Ionics' request, I shall execute and deliver promptly to Integrated Ionics or its designee such other written instruments, and do such other acts as may be necessary in the reasonable opinion of Integrated Ionics, to obtain and maintain domestic and foreign letters patent and to vest my entire right and title in and to such inventions, improvements and discoveries, in and to Integrated Ionics and its designee. With respect to each invention required to be disclosed by Integrated Ionics hereunder, I agree also to disclose each improvement in and to such invention which I may conceive, develop or perfect at any time prior to the expiration of one year following the termination of my employment by Integrated Ionics.

In the event of termination of my employment by Integrated Ionics, I shall, upon request, deliver promptly to Integrated Ionics all drawings, blueprints, manuals, letters, notes, reports and copies thereof that have come into my possession as a result of my employment by Integrated Ionics, and all other materials containing or disclosing any of the matters constituting confidential or proprietary information of Integrated Ionics or its customers that have come into my possession.

In further consideration of my employment by Integrated Ionics, I agree that during the term of my employment I will not be employed by, render services for, or act on behalf of, or have any interest, direct or indirect, in (other than as the holder of not more than 5% of the total outstanding stock of a publicly held company), any other person, company or firm which is engaged in any business or activity similar to, or in any manner or to any extent competitive with, that of Integrated Ionics, unless such employment or interest has first been approved in writing by Integrated Ionics' Chairman. In addition, in recognition of the sensitivity of the confidential and proprietary information to which I shall have access during my employment with Integrated Ionics, the degree of competition in the fields in which Integrated Ionics has chosen to engage in and the expertise I may develop as a result of my employment with Integrated Ionics, I agree that without the unanimous approval of the Board of Directors of Integrated Ionics, I will not, for a period of six months after the date of termination of my employment with Integrated Ionics, directly or indirectly, undertake or participate in any project, for or on behalf of myself or any other person or entity, basically similar to a project undertaken by Integrated Ionics at any time within the twelve (12) months immediately preceding the date of termination of my employment, or to any project which to my knowledge Integrated Ionics was actively proposing to undertake on such date. For these purposes, the word project shall mean any activity the ultimate goal of which is the development of a product for commercial use or

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I further agree that while in Integrated Ionics' employ, and for a period of two years thereafter, I will not, directly or indirectly, solicit or induce any of Integrated Ionics' employees to terminate their employment with Integrated Ionics, or solicit, divert or take away from Integrated Ionics any person or entity which is on the date hereof or hereafter becomes, a customer or client of Integrated Ionics.

I understand and agree that the remedies at law for breach of the foregoing covenants may be inadequate and that Integrated Ionics may be entitled to injunctive or to such other equitable relief as a court may deem appropriate for any breach of such covenants. If such covenants are at any time adjudged invalid to any extent by any court of competent jurisdiction, such covenants shall be deemed modified to the extent necessary to render all or any of them enforceable.

Signed:

Imants Lauks

Imants Lauks

11/11/99
Date

AGREED AND ACCEPTED BY INTEGRATED IONICS INCORPORATED

By:

James S. Mink

Date:

11/11/99