

PATENT ASSIGNMENT

Electronic Version v1.1
Stylesheet Version v1.1

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| SUBMISSION TYPE: | NEW ASSIGNMENT |
| NATURE OF CONVEYANCE: | ASSIGNMENT |
| CONVEYING PARTY DATA | |
| Name | Execution Date |
| Qun Lu | 02/26/1999 |
| RECEIVING PARTY DATA | |
| Name: | Power-One, Inc. |
| Street Address: | 740 Calle Plano |
| City: | Camarillo |
| State/Country: | CALIFORNIA |
| Postal Code: | 93012 |
| PROPERTY NUMBERS Total: 1 | |
| Property Type | Number |
| Patent Number: | 6195275 |
| CORRESPONDENCE DATA | |
| Fax Number: | (615)242-2221 |
| <i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i> | |
| Phone: | 615-242-2400 |
| Email: | mjp@iplawgroup.com |
| Correspondent Name: | Mark J. Patterson |
| Address Line 1: | 1600 Division Street |
| Address Line 2: | Suite 500 |
| Address Line 4: | Nashville, TENNESSEE 37203 |
| ATTORNEY DOCKET NUMBER: | N3799 |
| NAME OF SUBMITTER: | Mark J. Patterson |
| Total Attachments: 3 source=PowerOne_6195275_Qu#page1.tif source=PowerOne_6195275_Qu#page2.tif source=PowerOne_6195275_Qu#page3.tif | |

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EMPLOYEE AGREEMENT

Power-One, Inc.

I, Qun Lu, hereby acknowledge and agree as follows with Power-One, Inc. (the "Company"), in connection with my employment or the continuance of my employment (as the case may be) with the Company:

1. No Conflicts With Prior Employment. I represent that my employment with the Company will not conflict with any obligations which I have to former employers or any other persons. I specifically represent that I have not brought to the Company (and will not bring to the Company) any materials or documents of a former employer, or any confidential information or property of a former employer.

2. Prior Inventions. As a matter of record, and in order to assist the Company in determining its rights to any discoveries and inventions in connection with my employment, I have listed (at the end of this Agreement) all inventions, copyrighted material, patents and patent applications which I own or have any interest in and which were conceived of, or first reduced to practice, prior to my employment with the Company, all of which shall remain my property. If nothing is listed below, I agree that the Company may conclusively assume that I claim no interest in any inventions, copyrighted material, patents, or patent applications, and in connection therewith, I hereby disclaim any ownership interest I may have to any such matters.

3. Confidential Information. I understand that as part of my employment with the Company I am expected to make new contributions of value to the Company. I also acknowledge that, during my employment, I will learn information relating to the Company (and its business and products) which has commercial value to the Company and which the Company desires to keep confidential. This confidential information will include, but not be limited to, such things as trade secrets, know-how, discoveries, inventions, existing or proposed products, designs, marketing information, business strategies, ideas, concepts, information regarding customers and suppliers, financial information, software, plans, reports, and any other information (not necessarily in writing) which may be useful to the Company and which is not generally available to the public (all of this information is referred to in this Agreement as "Confidential Information"). I agree that all such Confidential Information will be the sole property of the Company, and I agree that I will not disclose any Confidential Information to any other person (except solely in performing my duties as an employee of the Company and as authorized by the Company), and that I will otherwise keep all Confidential Information in strictest confidence and not use it for any purpose adverse to the Company. Also, I will comply with the terms of agreement entered into by the Company from time to time relating to the protection of the proprietary information of other parties.

4. Inventions and Discoveries During Employment. I agree that all discoveries, ideas, concepts and inventions which relate in any manner to the business or the future business of the Company, and which are conceived or made by me (either alone or with others) during my employment with the Company, will be the sole property of the Company free and clear of any claims by me or anyone claiming under me. I will promptly disclose these discoveries and inventions to the Company in writing, and I will not disclose these discoveries and inventions to any other persons. I hereby assign to the Company all my right and interest to such discoveries and inventions, and I will sign such additional documents as the Company from time to time considers advisable in order to complete this assignment and to apply for patent or copyright protection in the name of the Company, whether as a "work made for hire" or otherwise. I agree that, for purpose of this Agreement, the term "discoveries, ideas, concepts and inventions" shall have the broadest meaning, including, but not limited to new products, machines, methods, processes, software programs, improvements, compositions of matter, and designs or configurations.

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I understand that the Company is hereby advising me that any provision in this Agreement requiring me to assign my rights in any invention does not apply to an invention which qualifies fully under the provisions of Section 2870 of the California Labor Code. That section provides that the requirement to assign inventions "shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information, except for those inventions that either: (1) relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or (2) result from any work performed by the employee for the employer." By signing this Agreement, I acknowledge that this paragraph shall constitute written notice of those provisions of Section 2870.

5. Certain Further Agreements. I agree that, since my employment with the Company will involve a relationship of confidence and trust, during my employment I will not engage in any other employment or business activities which are in any way competitive with or otherwise conflict with the interests of the Company, and I will not plan or organize any such competing business activity.

6. Certain Obligations Upon Termination of Employment. In the event of the termination of my employment by me or by the Company for any reason, I will promptly deliver to the Company all documents and other materials of any nature pertaining to my work with the Company which contain, in the Company's reasonable belief, any Confidential Information or any discoveries and inventions. I will not take with me any such documents or materials (or any copies of them), and I will continue to keep all Confidential Information in strictest confidence as required by paragraph 4 above. I also agree that, in recognition of my position of confidence and trust with the Company during my period of employment, for a period of one year following such termination I will not solicit any of the Company's employees to work for a competitive company.

7. Entire Agreement. This Agreement is the entire agreement between the Company and me regarding the above matters, and I represent that I am not relying upon any contrary statements or understandings between me and the Company with regard to these matters.

8. Employment Status. This Agreement is not an offer or agreement of employment, and shall not confer any right with respect to continuation of employment with the Company.

9. Survival. The covenants, representations and agreements set forth in this Agreement shall survive the termination of this Agreement and the termination of my employment with the Company.

10. Choice of Law. This Agreement shall be governed by and construed in accordance with the laws of the State of California applicable to contracts made and performed in such State and without regard to conflicts of law doctrines, to the extent permitted by law. The parties irrevocably consent to the exclusive jurisdiction of the courts of the State of California and the United States of America located in the State of California.

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Nothing in this agreement is intended to grant any licenses or other rights under any patent, copyright, or trademark of Power-One, Inc. Any prior agreements between me and the Company relating to patents, copyrights, trade secrets, proprietary information, or conflicts of interest with the Company are hereby superseded.

THIS AGREEMENT CREATES IMPORTANT
OBLIGATIONS OF TRUST AND AFFECTS THE
EMPLOYEE'S RIGHTS TO INVENTIONS THE
EMPLOYEE MAY MAKE DURING HIS OR HER EMPLOYMENT

Dated: Feb. 26 19 99

Power-One, Inc.

Employee

By: _____

QJN CW
(printed name of employee)

[Signature]
(signature of employee)

Prior Inventions (if any)--see paragraph 3 above:

(attach additional pages if necessary)

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