

PATENT ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
Hermon PON	06/30/1986
RECEIVING PARTY DATA	
Name:	NORTHERN TELECOM LIMITED
Street Address:	P.O. BOX 6123, STATION A
City:	MONTREAL, QUEBEC
State/Country:	CANADA
Postal Code:	H3C 3J5
PROPERTY NUMBERS Total: 1	
Property Type	Number
Patent Number:	6185424
CORRESPONDENCE DATA	
Fax Number:	(202)778-2201
<i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>	
Phone:	2029551500
Email:	patdcdoCKET@hunton.com
Correspondent Name:	HUNTON & WILLIAMS
Address Line 1:	1900 K. STREET, N.W.
Address Line 2:	SUITE 1200
Address Line 4:	WASHINGTON, DISTRICT OF COLUMBIA 20006
ATTORNEY DOCKET NUMBER:	57983.000343
NAME OF SUBMITTER:	Thomas E. Anderson
Total Attachments: 4 source=SR0112 - Pon EA#page1.tif source=SR0112 - Pon EA#page2.tif source=SR0112 - Pon EA#page3.tif source=SR0112 - Pon EA#page4.tif	

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PATENT
REEL: 026360 FRAME: 0424

**RECORDATION FORM COVER SHEET
PATENTS ONLY**

To the Director of the U.S. Patent and Trademark Office: Please record the attached documents or the new address(es) below.

1. Name of conveying party(ies)

Hermon PON

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance/Execution Date(s):

Execution Date(s) 6/30/1986

- ☒ Assignment ☐ Merger
☐ Security Agreement ☐ Change of Name
☐ Joint Research Agreement
☐ Government Interest Assignment
☐ Executive Order 9424, Confirmatory License
☐ Other _____

2. Name and address of receiving party(ies)

Name: NORTHERN TELECOM LIMITED

Internal Address: _____

Street Address: P.O. Box 6123, Station A

City: Montreal

State: Quebec

Country: Canada Zip: H3C 3J5

Additional name(s) & address(es) attached? ☐ Yes ☒ No

4. Application or patent number(s):

☐ This document is being filed together with a new application.

A. Patent Application No.(s)

B. Patent No.(s)

6,185,424

Additional numbers attached? ☐ Yes ☒ No

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

Name: Hunton & Williams, LLP

Internal Address: Intellectual Property

Street Address: 1900 K. Street, N.W.

Suite 1200

City: Washington

State: DC Zip: 20006

Phone Number: 202-955-1500

Fax Number: 202-778-2201

Email Address: patcdocket@hunton.com

6. Total number of applications and patents involved: 1

7. Total fee (37 CFR 1.21(h) & 3.41) \$ 40.00

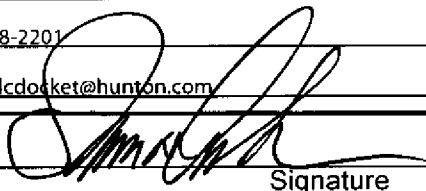
- ☒ Authorized to be charged to deposit account
☐ Enclosed
☐ None required (government interest not affecting title)

8. Payment Information

Deposit Account Number 14-1315

Authorized User Name Thomas E. Anderson

9. Signature:


Signature

5/31/11
Date

THOMAS E. ANDERSON
Name of Person Signing

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

4

EMPLOYEE AGREEMENT

In consideration of my employment or continued employment by the Company that is a signatory hereto ("Company"), I agree as follows:

1. This Agreement supersedes any and all previous oral or written communications, discussions and agreements between me and Company with respect to the subject of this Agreement.
2. I shall devote my full time and best efforts during my employment with Company to the business of Company and shall not engage in any other business activity in competition with Company.
3. During my employment by Company, all inventions, discoveries or improvements ("Inventions") which I develop shall be the sole property of Company and I hereby assign any and all such Inventions to Company, if:
 - a. I used equipment, supplies, facilities and/or confidential and/or proprietary and/or trade secret information of Company and/or any of its Affiliates* in developing or creating said Inventions; and/or
 - b. The Inventions were developed in whole or in part during my working hours with Company; and/or
 - c. The Inventions are directly related to Company's and/or its Affiliates' business, and/or its and/or their actual or demonstrably anticipated research and development, and/or result, in whole or in part, from any work performed by me for Company and/or its Affiliates.
4. I shall not, at any time during or following my employment by Company, disclose, other than to Company's authorized personnel, or otherwise use for non-Company purposes, any confidential or proprietary information or know-how of any nature whatsoever (whether or not a trade secret) relating to any activity of Company and/or its Affiliates, or any invention, which is owned or licensed by Company and/or its Affiliates, or which has been otherwise disclosed to Company and/or its Affiliates.
5. I shall keep on Company's premises (except when required elsewhere in connection with the conduct of Company's business) and shall deliver to Company upon termination of my employment all writings related to the business of Company, and/or its Affiliates, and all documents, equipment, materials and other personal property belonging to Company and/or its Affiliates. I further agree not to make or retain any copy, duplication, facsimile, reproduction or replication of any of the foregoing.
6. I agree to abide by, and comply with, all of the rules, regulations and policies of Company including, without limitation, Company's requirement of strict compliance with all applicable antitrust laws and regulations. I certify that I have been given copies of, and read and understood, the following policies of Northern Telecom Limited and/or the procedures of Company which are set forth in full as an Exhibit to this Agreement and are incorporated herein by reference:

Guidelines to the U.S. Antitrust Laws

Northern Telecom Code of Business Conduct

Policies and/or Procedures:

- "Political Contributions and Expenditures—Domestic"
- "Political Contributions and Expenditures—Foreign"
- "Payments, Etc. by the Corporation to Employees, Representatives or Consultants of a Customer Regarding Sales"
- "Acceptance of Gratuities From Suppliers"
- "Conflict of Interest"

*For purposes of this Agreement, the term "Affiliates" shall mean Bell Canada and any company wholly or partially owned, directly or indirectly, by Bell Canada (other than Company).

7. Except for those obligations specifically set forth in another writing signed by me and an appropriate representative of Company (a copy of which is presented to Company with this Agreement), I shall be under no obligation to others which restricts my right to perform the undertakings set forth in this Agreement or which creates a conflict with my other duties and responsibilities as an employee of Company. The purpose of this Paragraph 7 is solely for me to advise Company of any alleged obligations to others that may exist and in no manner should be construed as Company's acceptance of such obligations (even if a representative of Company should sign this Agreement).
8. I agree that unless specifically provided in another writing signed by me and an appropriate representative of Company, my employment by Company is not for a definite period of time. Rather, my employment relationship with Company is one of employment at will and my continued employment is not obligatory by either myself or Company.
9. The waiver of any breach of this Agreement shall not constitute a waiver of subsequent similar or dissimilar breaches of this Agreement, or a waiver of any of the obligations contained herein.
10. This agreement shall be binding upon and pass to the benefit of the successors and assigns of Company.
11. I recognize the right of Company to notify any third party of the existence of this Agreement and/or its provisions and/or my agreeing to it.
12. Should a provision or part of a provision of this Agreement be found as a matter of law to be invalid, such finding shall not have the effect of invalidating the remainder of this Agreement and the provision or part thereof as to which such finding of invalidity is made shall be interpreted so as to be ineffective only to the extent of such invalidity without invalidating the remainder of such provision or part thereof or any of the other provisions of this Agreement.

EMPLOYEE

Dated: _____

Herman D

June 30, 1986

COMPANY

By: _____

NORTHERN TELECOM, INC.

RONALD E. FOGLE

Title: _____

MANAGER, SAFETY/SECURITY

Dated: _____

6/30/86

Acknowledgment of Notification Regarding Limits on Assignment of Inventions

I acknowledge that by signing the Employee Agreement to which this Acknowledgment of Notification is attached and specifically, that under the terms of Paragraph 3 of that Agreement, I have agreed that inventions, discoveries and improvements developed by me during my employment with Company shall be the sole property of Company and are thereby assigned to Company.

I further acknowledge that Company has notified me that the above-referenced Paragraph 3 of the Employee Agreement does not apply to inventions, discoveries or improvements developed by me during my employment with Company:

- a. For which no equipment, supplies, facilities, and/or trade secret, and/or confidential and/or proprietary information of Company and/or its Affiliates* was used by me; *AND*
- b. Which were developed entirely on my own time outside my working hours with Company; *AND*
- c. Which do not relate directly to the business of Company, and/or its Affiliates, and/or to its and/or their actual or demonstrably anticipated research and development; or which do not result from any work performed by me for Company and/or its Affiliates.

Acknowledgement

I hereby certify that I have read and understood the above Acknowledgment of Notification regarding those inventions, discoveries and improvements which I may develop during my employment with Company which do/will not become the property of Company and for which I have made no assignment to Company under Paragraph 3 of the Employee Agreement to which this Acknowledgment of Notification is attached.

EMPLOYEE: _____

Hermon Pon
Hermon Pon
(Printed or Typewritten)

DATED: _____

June 30, 1986

*As defined in the Employee Agreement