

# PATENT ASSIGNMENT

Electronic Version v1.1  
 Stylesheet Version v1.1

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	Employment Agreement
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
Niclas Lewis	04/29/2004
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	Allen-Vanguard Technologies Inc
<b>Street Address:</b>	2400 St. Laurent Boulevard
<b>City:</b>	Ottawa
<b>State/Country:</b>	CANADA
<b>Postal Code:</b>	K1G6C4
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	12675484
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(416)865-7048
<i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>	
<b>Phone:</b>	4163074195
<b>Email:</b>	usptomail@mcmillan.ca
<b>Correspondent Name:</b>	Yasin Bismilla - McMillan LLP
<b>Address Line 1:</b>	4400-181 Bay Street
<b>Address Line 4:</b>	Toronto, CANADA M5J2T3
<b>ATTORNEY DOCKET NUMBER:</b>	80335-114
<b>NAME OF SUBMITTER:</b>	Yasin Bismilla
<b>Total Attachments: 6</b> source=80335-114-Lewis-employment#page1.tif source=80335-114-Lewis-employment#page2.tif source=80335-114-Lewis-employment#page3.tif source=80335-114-Lewis-employment#page4.tif source=80335-114-assignment#page1.tif source=80335-114-assignment#page2.tif	

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**PATENT**  
**REEL: 026628 FRAME: 0319**

## AGREEMENT

AGREEMENT made at Ottawa, Ontario on the 29<sup>th</sup> day of April 2004  
Between MED-ENG SYSTEMS INC., or related companies, herein termed "Med-Eng", and  
Niclas Lewis, herein termed "EMPLOYEE."

In consideration of the EMPLOYEE's employment by Med- Eng during the duration of his/her employment with Med-Eng, the EMPLOYEE agrees that he/she will:

1. Not disclose to, or use at or for Med-Eng, any trade secret belonging to any former employer or other person or any confidential information relating to the products, business or affairs of such former employer or others;
  - A) Promptly disclose to Med-Eng any and all inventions, discoveries and improvements (hereafter referred to simply as "inventions") made or conceived, either solely or jointly with others relative to or related to Med-Eng business, during the period of such employment, which inventions shall belong to Med-Eng;
  - B) Co-operate fully upon request by Med-Eng in drafting patent applications on any, and all such Inventions, in executing all papers deemed necessary by Med-Eng for filing such applications in Canada and any foreign countries, in prosecuting them and assigning to Med-Eng all his/her rights to said inventions, applications and patents granted thereon;
2. Not, except as required in the conduct of Med-Eng's business or as authorized in writing by an officer of Med-Eng, publish or disclose any confidential information relating to the products, business or affairs of Med-Eng which is in any way acquired during or by reason of said employment "confidential information" being deemed to include but not limited to confidential information unique to Med-Eng and not in the public domain, pertaining to specific advertising and marketing plans, sales plans, formulae, processes, methods, machines, ideas, concepts, new products, improvements, inventions, research programs and associations with other organizations of which Med- Eng has not previously made available to the public;
3. Non-Competition: The employee agrees that during his/her employment and for a period of six (6) months from the date of his/her termination of employment with Med-Eng Systems Inc., the employee will not, without prior written consent of the Company, in any manner whatsoever, directly or indirectly, either individually or in partnership or jointly or in connection with any person as principal, agent, or employee, carry on or be engaged in an activity to be concerned with or interested in, advise, or permit the Employee's name or any part thereof to be used in any business which is similar to or competes either directly or

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REEL: 026628 FRAME: 0320



April 28, 2004

Mr. Niclas Lewis  
401 Huron Avenue South  
Ottawa, Ontario  
K1Y 0X2

Dear Niclas,

**RE: OFFER OF REGULAR FULL-TIME EMPLOYMENT**

On behalf of Med-Eng Systems Inc., I am pleased to extend an offer of full-time employment for the position of Engineering Manager-ESM, reporting to Brian Martin, Executive Director, ESM Business Unit. This offer is contingent upon Med-Eng receiving a satisfactory criminal background check. The background check is a requirement imposed upon Med-Eng Systems Inc. under the Defense Production Act, a federal statute that imposes security obligations on companies that deal with controlled goods. This offer is also contingent upon Med-Eng receiving satisfactory employment references.

We would like your employment to commence on May 25th, 2004. Please let us know if this date is convenient for you.

In addition to the attached "Agreement", concerning conflict of interest and confidentiality, you will be bound by the following terms:

**Med-Eng Systems Inc.**

2400 St. Laurent Blvd., Ottawa, ON Canada K1G 6C4  
www.med-eng.com info@med-eng.com

Tel: 1-613-739-9646

Fax: 1-613-739-4536



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**REEL: 026628 FRAME: 0321**

Non Competition: The employee agrees that during his employment and for a period of six (6) months from the date of his termination of employment with Med-Eng Systems Inc., he will not, without prior written consent of the Company, in any manner whatsoever, directly or indirectly, either individually or in partnership or jointly or in connection with any person as principal, agent or employee, carry on or be engaged in any activity or be concerned with or interested in, advise, make efforts to profit, lend sums of money, guarantee debts or obligations, or permit his name or any part thereof to be used in any business which is similar to or competes either directly or indirectly with the business being carried out in Canada and/or the United States of America by Med-Eng Systems during his employment or at the time of termination. For the purposes this clause we define the direct industry to include EOD, ESM, Mine Clearance and Heat Transfer, personal protective equipment of an industrial, commercial, recreational or defense application. This provision shall survive the termination of the employment relationship.

Non Solicitation: The Employee agrees that during the term of employment and for a period of six (6) months from the date of termination of employment with Med-Eng Systems, he shall not either directly or indirectly, on his own behalf or in the service or on behalf of others solicit divert, or appropriate or attempt to solicit, divert or appropriate any competing orders or other business from any customers of Med-Eng Systems, with whom the Employee or the company had dealings during the employment, without the prior written consent of the company. For the purposes this clause we define the direct industry to include EOD, Mine Clearance, ESM and Heat Transfer, personal protective equipment of an industrial, commercial, recreational or defense application. This provision shall survive the termination of the employment relationship.

Med-Eng Systems is to be provided with a listing of patents, organizations, corporation and private businesses in which he is directly or indirectly involved as a condition under this offer of employment. This offer of employment will be considered void should he fail to provide the required information or in the event Med-Eng Systems deems a conflict of interest by association.

The Employee has read, understood, and agrees to all terms and provisions outlined in this offer of employment and the attached "Agreement" and considers them to be reasonable. If any breach of these provisions by the Employee, for which legal action or other proceeding is successfully brought by the company for the enforcement of these terms, the company shall be entitled to recover and the Employee shall pay reasonable damages, legal fees and costs and expenses incurred in connection with such action.

In the event the Employee decides to terminate this employment agreement, he is obliged to provide written notice to the Company, three (3) weeks in advance of the date of termination.

In the event the Company decides to terminate this employment agreement for cause the Employee will be terminated without notice or severance and will be entitled to outstanding wages and vacation owed.

In the event the Company decides to terminate this employment agreement without cause during the first year of employment, the Company will provide the Employee with notice or pay in lieu of notice and severance as required under the Employment Standards Act of Ontario. In addition to providing notice and severance, the Company will provide the Employee with an additional three (3) weeks' pay.

In the event the Company decides to terminate this employment agreement without cause after the first year of employment, the Company will provide the Employee with three (3) weeks of notice per completed year of service up to but not exceeding a maximum of four (4) months. This payment shall be inclusive of all notice or pay in lieu of notice and severance requirements under the Employment Standards Act and shall not be less than those provisions on the date of termination.

Following successful completion of the probationary period, performance will be monitored on an on-going basis with a formal review conducted in the first quarter of each year. Each Employee is expected to actively participate in establishing the goals and objectives by which their performance is measured.

Kindly indicate your acceptance of this offer, and the conditions as stated, by signing a copy of this letter, and returning it to me. This offer of employment is open until 4:00 p.m. on Thursday, April 29th, 2004. Should you have any questions concerning this offer of employment please call me directly at 613-739-9646.

We will be delighted to have you join the Med-Eng team and look forward to the many attributes you will bring to this position. A challenging opportunity awaits your arrival.

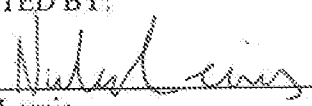
Sincerely,

  
Diane Dore,

Human Resources Representative

I HAVE READ, UNDERSTOOD AND ACCEPT THE TERMS OF EMPLOYMENT SET FORTH AND ACKNOWLEDGE THAT I HAVE THE OPPORTUNITY TO OBTAIN LEGAL COUNSEL IF SO DESIRED WITH RESPECT TO THIS AGREEMENT.

ACCEPTED BY:

  
Nicolas Lewis


29th April 2004  
Date

## ASSIGNMENT

The undersigned inventor(s): BONGFELDT, David Charles, whose complete address is 20 Renshaw Avenue, Stittsville, Ontario, Canada K2S 1G9; LEWIS, Niclas, whose complete address is c/o Allen-Vanguard Technologies Inc., 2400 St. Laurent Boulevard, Ottawa, Ontario, Canada K1G 6C4; and YENSEN, Trevor Noel, whose complete address is 3744 Twin Falls Place, Ottawa, Ontario, Canada K1V 1W7, for consideration of One Dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, hereby confirms that they have sold, assigned and transferred and does hereby sell, assign and transfer to ALLEN-VANGUARD TECHNOLOGIES INC., whose complete address is 2400 St. Laurent Boulevard, Ottawa, Ontario, Canada K1G 6C4, and ALLEN-VANGUARD TECHNOLOGIES INC.'s successors and assigns, their full and exclusive right, title and interest in Canada, the United States of America and throughout the world in and to the invention entitled **RADIO ANTENNA ASSEMBLY AND APPARATUS FOR CONTROLLING TRANSMISSION AND RECEPTION OF RF SIGNALS** and all their corresponding right, title and interest in and to any and all patents, and all reissues, continuations, divisionals, continuations-in-part, or re-examinations thereof which may be issued for the said invention in Canada, the United States of America and throughout the world, to have and to hold for ALLEN-VANGUARD TECHNOLOGIES INC.'s own use and ALLEN-VANGUARD TECHNOLOGIES INC.'s successors and assigns as fully and entirely as the same might be enjoyed by them if this assignment had not been made.

The undersigned agrees to do all things reasonably required of them and to execute all instruments submitted to them by the said ALLEN-VANGUARD TECHNOLOGIES INC. at ALLEN-VANGUARD TECHNOLOGIES INC.'s own expense, for carrying out the full intent of this Assignment.

EXECUTED at Ottawa, Ontario.

Witness:   
Signature

Trevor Jensen  
Print

Inventor:   
BONGFELDT, David Charles

Date: Sep 02, 2010

Witness: \_\_\_\_\_  
Signature

\_\_\_\_\_  
Print

Inventor: \_\_\_\_\_  
LEWIS, Niclas

Date: \_\_\_\_\_

Witness:   
Signature

David Bongfeldt  
Print

Inventor:   
YENSEN, Trevor Noel

Date: Sept 3, 2010

ACKNOWLEDGEMENT

The undersigned hereby accepts the above assignment.

EXECUTED at Ottawa, Ontario this 7<sup>th</sup> day of September, 2010.

ALLEN VANGUARD TECHNOLOGIES INC.

By: [Signature]  
(Signature)

Name: Erin McEwen  
(Please Print)

Title: Trade Mark Agent, IP Specialist  
(Please Print)