

PATENT ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	Employment Agreement
CONVEYING PARTY DATA	
Name	Execution Date
Kevin S. Saeler	02/07/2005
RECEIVING PARTY DATA	
Name:	Trinity Industries, Inc.
Street Address:	2525 Stemmons Freeway
City:	Dallas
State/Country:	TEXAS
Postal Code:	75356
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	12884440
CORRESPONDENCE DATA	
Fax Number:	(214)661-4559
Phone:	214.953.6559
Email:	glenda.orrantia@bakerbotts.com
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent via US Mail.</i>	
Correspondent Name:	Chad C. Walters
Address Line 1:	2001 Ross Avenue, 6th Floor
Address Line 2:	Baker Botts L.L.P.
Address Line 4:	Dallas, TEXAS 75201
ATTORNEY DOCKET NUMBER:	076310.0242
NAME OF SUBMITTER:	Glenda J. Orrantia
Total Attachments: 26 source=EmploymentAgmt#page1.tif source=EmploymentAgmt#page2.tif source=EmploymentAgmt#page3.tif	

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WELCOME to TRINITY INDUSTRIES, INC.
Orientation Checklist for Semi-Monthly Employees (A16-2004)

Employee Name KEVIN S. SAELER

Job Title DESIGN ENGINEER

Start Date 2/7/05 Employee # 211812 Loc # 1403

⇒ Your Paycheck

REDACTED

⇒ Time Off Benefits

REDACTED

REDACTED

⇒ Health Benefits

REDACTED

REDACTED

REDACTED

⇒ Life and Disability Benefits

REDACTED

REDACTED

⇒ Retirement Planning

REDACTED

⇒ Additional Benefits and Services

REDACTED

REDACTED

⇒ Policies and Procedures

REDACTED

REDACTED

Code of Business Conduct and Ethics You are required to adhere to the letter and spirit of the Company's Code of Business Conduct and Ethics policy (B-8), as well as all laws, rules, and regulations applicable to the conduct of the Company's business. You are also required to exercise high standards of integrity and sound ethical judgment in your day-to-day business dealings for the Company. You should familiarize yourself with the policy which can be found on Company bulletin boards and the "*Trinity Zone*." If you need to report a potential violation of this policy, you should contact the Trinity Hotline at 1/877-TRN-LINE.

REDACTED

REDACTED

CERTIFICATION

The above items have been explained to me to my satisfaction and I have received benefit booklets that contain a detailed explanation of the benefits available to me. If conflicts arise between the above summaries and the official plan documents, the official plan documents shall govern.

I understand that benefits, policies and procedures may be added, modified or discontinued at any time, with or without notice, at the discretion of the Company. I certify I understand and agree to comply with Company policies, work rules, safety programs, federal regulations, state regulations and Company operating procedures, including, but not limited to, the Company's environmental control procedures, to follow applicable legal requirements and to safeguard the environment. I acknowledge I may review the Company's environmental guidance manual, which is available at the "Trinity Zone."

I further understand and agree regular and predictable attendance is an essential function of the job(s) I will perform for the Company.

I certify I am aware of the Company's internal complaint resolution procedures and am aware that the Company strongly encourages the use of such internal grievance procedure before filing any complaints or charges with any outside agency or court.

Finally, I further acknowledge there is no express or implied contractual employment arrangement or agreement for a definite term. I understand my employment and compensation may be terminated, with or without cause or notice, at any given time, at the option of either the Company or me.

Employee Name Kevin J. Sailer Date 2-7-2005

HR Representative Robert Bodman Date 2/7/05

Effective Date: 01/01/04

TRINITY INDUSTRIES, INC., OPERATING PROCEDURES

SERIES:	GENERAL	SERIES:	<u>B</u>
PROCEDURE:	CODE OF BUSINESS CONDUCT AND ETHICS	PROCEDURE NO.:	<u>8</u>
		EFFECTIVE DATE:	<u>06/10/88</u>
		RESTATED DATE:	<u>11/16/09</u>
		PAGE NO.:	<u>8/11</u>
		AUTHORIZATION:	<u>[Signature]</u>

TRINITY INDUSTRIES, INC.
CODE OF BUSINESS CONDUCT AND ETHICS

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Questions about this Code or one of its principles, or reports of questionable behavior of the Directors, Officers, or employees of Trinity Industries, Inc. or one of its affiliated entities, may be reported by contacting the Trinity Integrity HelpLine at 1-877-TRN-Line, the Integrity HelpSite at www.trinityintegrity.com, or the Company's Chief Legal Officer at 2525 Stemmons Freeway, Dallas, Texas 75207, (214) 589-8170.

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PURPOSE

The purpose of this policy is to establish a Code of Business Conduct and Ethics (the "Code") regarding the Company's business philosophy, standards of conduct, and business ethics (the "Policy").

SCOPE

REDACTED

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REDACTED

POLICY STATEMENT

REDACTED


CONTINUING COMPLIANCE AND ANNUAL CERTIFICATION

REDACTED

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REDACTED

QUESTIONS ABOUT THE POLICY; REPORTING POSSIBLE CODE VIOLATIONS

REDACTED

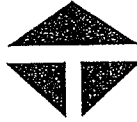
BULLETIN BOARD POSTINGS

REDACTED

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Code of Business Conduct and Ethics

The purpose of this Code of Business Conduct and Ethics (the "Code") is to describe standards of conduct and business ethics expected of the directors, officers and employees of Trinity Industries, Inc. and its subsidiaries (collectively, the "Company"). Directors, officers and employees of the Company are expected to exercise high standards of integrity and sound ethical judgment. If an officer or employee violates any portion of the Code, or knowingly permits an employee under his or her supervision to do so, it could result in stern disciplinary action including reprimand, loss or reduction of compensation, seniority or promotional opportunity, demotion, suspension or discharge.

REDACTED

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LEGAL COMPLIANCE. The Company is committed to complying with governmental laws, rules and regulations applicable to its operations. Directors, officers and employees should avoid any activity which involves or could lead to the involvement of the Company, its assets or any director, officer or employee in any unlawful practice.

REDACTED

FAIR DEALING AND ANTITRUST COMPLIANCE. Company directors, officers, and employees should endeavor to deal fairly with the Company's stockholders, customers, suppliers, competitors, employees, and others. The Company competes vigorously in all its markets, but strives to do so in compliance with all applicable antitrust laws.

REDACTED

TRINITY INDUSTRIES, INC., OPERATING PROCEDURES

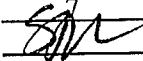
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REDACTED

CONFIDENTIAL INFORMATION. Directors, officers and employees are expected to protect the Company's confidential information as well as that of its stockholders, customers, suppliers, fellow employees and others who disclose information to the Company on a confidential basis. The Company's policy is that all information developed or shared as the result of business processes is proprietary to the Company and an important asset in the

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operation of the Company's business, and the unauthorized use or disclosure of this information is prohibited.

REDACTED

CONFLICTS OF INTEREST. Directors, officers, and employees should abide by the Guidelines noted below and avoid personal influences or relationships that would affect their ability to act in the best interests of the Company.

REDACTED

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PROTECTION AND PROPER USE OF COMPANY PROPERTY. Directors, officers, and employees are charged with safeguarding the Company's assets and property, and ensuring their efficient and proper use.

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REDACTED

Discoveries and Inventions. Any discovery, improvement, or invention made or conceived by a person, either solely or jointly with others, during the time he or she is employed by the Company which pertains or relates to the business in which the Company is engaged or the products it manufactures, is the exclusive property of the Company whether or not patentable or otherwise capable of protection under applicable law.

REDACTED

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		AUTHORIZATION:	<u><i>SM</i></u>

REPORTING OF ILLEGAL OR UNETHICAL BEHAVIOR. Officers and employees are expected to report suspected misconduct of any nature.

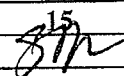
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EMPLOYMENT PRACTICES. The Company is committed to maintaining a safe work place free from illegal discrimination, intimidation, harassment, and retaliation.

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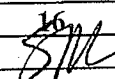
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ELECTRONIC MAIL AND INTERNET USE. Company electronic mail and internet access is provided for business purposes and should be used responsibly at all times.

REDACTED

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