

PATENT ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
Gheorghe Popa	06/23/2003
RECEIVING PARTY DATA	
Name:	Dometic Corporation
Street Address:	2320 Industrial Parkway
City:	Elkhart
State/Country:	INDIANA
Postal Code:	46515-0490
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	11508693
CORRESPONDENCE DATA	
Fax Number:	2165796073
Phone:	216-579-1700
Email:	mdaughtridge@pearne.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:	Michael W. Garvey
Address Line 1:	1801 East 9th Street
Address Line 2:	Suite 1200
Address Line 4:	Cleveland, OHIO 44114-3108
ATTORNEY DOCKET NUMBER:	37400US1
NAME OF SUBMITTER:	Michael W. Garvey
Total Attachments: 3 source=WDO-37400US1-AssignmentPopa#page1.tif source=WDO-37400US1-AssignmentPopa#page2.tif source=WDO-37400US1-AssignmentPopa#page3.tif	

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PATENT

Ghaorghe Popa

EMPLOYMENT AGREEMENT
ON
EMPLOYMENT,
CONFIDENTIAL INFORMATION,
INVENTIONS, PATENTS,
AND
WRITINGS

DOMETIC CORPORATION

EMPLOYMENT AGREEMENT

In consideration of my employment or continued employment by Dometic Corporation, any Division, Subsidiary or affiliated company thereof (hereinafter collectively referred to as the "Company"), and the salary to be paid, I agree, for the benefit of the Company, its successors, assigns and nominees, as follows:

1. **Employment.** I understand that my employment and compensation may be terminated with or without cause, and with or without notice, at any time, at the option of either myself or the Company. I understand that no manager or representative of the Company, other than a duly authorized officer thereof, has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing and that only a written Employment Agreement, signed by an officer of the Company, will be binding upon the Company.
2. **Duties.** I will conform to the rules and regulations of the Company and faithfully and diligently perform all duties of my employment, including the devotion of my time, skill, energy and ability to (a) the promotion of the business and interests of the Company and (b) the exercise of my inventive faculties for the development or improvement of the products, services, processes and procedures of the Company.
3. **Confidentiality.** I will not, except as required in the conduct of the Company's business, or as authorized in writing by an executive officer of the Company, directly or indirectly, publish, disclose or communicate or authorize anyone else to publish, disclose or communicate to any person, firm or corporation, or use to the Company's detriment, either during or after the period of my employment, any and all knowledge or technical information in the nature of any trade secret or confidential information relation to the Company's business and acquired by me during and as a result of my employment by the Company, including without limitation, the whole or any portion or phase of, any business plans, financial information, or listing of customers, suppliers, employees or representatives, or other listing of names, addresses, or telephone numbers, or any scientific or technical information, design, process, procedure, formula, invention or improvement, which such information has not been published or extensively disseminated or otherwise become a matter of general public knowledge.
4. **Records and Materials.** I will keep notebooks, records, research and development data, blueprints, photographs, samples, models and the like, concerning all work I may be engaged in for the Company, and such materials shall at all times remain the property of the Company. Upon the termination of my employment, I will not take with me, without the prior written consent of an executive officer of the Company, any such materials, and I will deliver all such materials in my possession to the Company representative authorized to accept such materials.
5. **Prior Inventions.** On the last page of this form is a complete list of all inventions, whether patentable or not, including a brief description thereof, which I have made or conceived, either solely or jointly with others, prior to my employment by the Company, including a list of any assignments of any rights thereunder. If none, so state.
6. **Inventions Not Included.** It is expressly understood that the following paragraphs of this Agreement do not apply to an invention, which I have made or conceived, or may hereafter make or conceive, for which no equipment, suppliers, facility, or trade secret information of the Company was used and which was developed entirely on my own time, and (a) the invention does not relate (i) to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention does not result from any work performed by me for the Company.
7. **Disclosure of Inventions.** I will promptly and fully disclose to the Company, or its designated representatives, any and all inventions and improvements thereon, whether or not patentable, which I have made or conceived, or may hereafter make or conceive, either solely or jointly with others, during the period of my employment, whether during working hours, or not, and which (a) relate (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development or (b) result from any work performed by me for the Company. I will also fully and promptly disclose to the Company, or its designated representatives, any and all inventions and improvements thereon of the type set forth above,

whether or not patentable, which I may make or conceive during the one (1) year period following termination of my employment and which directly or indirectly result from any work initiated, performed, observed or contemplated during the period of my employment by the Company. I will not at any time, without the prior written consent of an executive officer of the Company, disclose any such inventions and improvement thereon, whether patentable or not, or the existence thereof to any other person, firm or corporation.

8. **Assignment of Inventions and Patents.** I will, without charge to the Company, do all such lawful acts, and execute, acknowledge and deliver all such instruments of writing, including applications for Letters Patent, as may be necessary, in the opinion of the Company, (a) to vest, or more fully vest, in the Company, its successors, assigns or nominees, in the United States and any other country, the entire right, titles and interest in and to all the inventions and improvements thereon referred to in paragraph 7 hereof, including (i) obtaining Letters Patent (as well as divisions, continuations, reexaminations and reissues) thereon, and (ii) any and all priorities rights therein; so that the Company, its successors, assigns or nominees shall, be the sole and absolute owner thereof, in the United States and any other country in which it may desire to obtain Letters Patent and/or priority rights. I hereby assign, and shall assign to the Company, its successors, assigns or nominees all such inventions and improvements thereon, all applications for Letters Patent and/or priority rights files thereon, and all Letters Patent and/or priority rights which may issue thereon in the United States and any other country.
9. **Writings and Copyrights.** Any writings or other copyrightable material first produced or composed during the performance of work in connection with my employment by the Company shall be deemed to be a work made for hire and I hereby assign, and shall assign to the Company, its successors, assigns or nominees all right, title and interest therein. In the event that I use my own copyrighted or copyrightable material in the performance of work for the Company, which material was not first produced or composed by me in the performance of such work, to the extent I have the right to do so, I hereby grant, and shall grant to the Company a royalty free, nonexclusive and irrevocable license to reproduce, translate, publish, use and dispose of such material, and to authorize others to do so in the conduct of the Company's business.
10. **Assistance.** I will give all reasonable assistance to the Company, its successors, assigns or nominees, in any litigation or controversy involving trade secrets, inventions and improvements thereon, patents, and writings, provided, however, that should such service be rendered after termination of my employment, a reasonable compensation shall be paid to me upon a per diem basis, not to exceed a per diem amount equal to the highest daily remuneration received by me while employed by the Company.
11. **Survival of Obligations.** I hereby acknowledge that my obligations, as set forth in paragraphs 3, 7, 8, 9 and 10 hereof, in respect of (a) trade secrets or confidential information, (b) patents, inventions and improvements thereon, (c) copyrightable materials, and (d) assistance; shall survive the termination of my employment.
12. **Duplicate Copy.** I hereby acknowledge receipt of a duplicate copy of this Agreement.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my seal, this 23 day of June, 2003.

WITNESS:

Michael H. Smith
Signature

Employee's Signature:

DESIGN ENGINEER
Position or Title

Domestic
Employing Division or Subsidiary