

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT2953044

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
WAYNE R. VLIET	06/17/2002
MISSY R. MILLER	01/22/2014
RONALD L. FRANKLIN JR	06/10/2014
CHARLES G. HERBERT	01/22/2014
NANCY E. BROWN	03/03/2014
FEI WANG	02/04/2014
RECEIVING PARTY DATA	
Name:	SAINT-GOBAIN ADFORS CANADA, LTD.
Street Address:	1795 Baseline Road
City:	Grand Island
State/Country:	NEW YORK
Postal Code:	14072
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	14150496
CORRESPONDENCE DATA	
Fax Number:	(512)795-7677
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.</i>	
Phone:	512-900-8500
Email:	mail@abel-ip.com
Correspondent Name:	ABEL LAW GROUP, LLP
Address Line 1:	8911 N. CAPITAL OF TEXAS HWY
Address Line 2:	BLDG 4, SUITE 4200
Address Line 4:	AUSTIN, TEXAS 78759
ATTORNEY DOCKET NUMBER:	TF-23290-US
NAME OF SUBMITTER:	JEFFREY S. ABEL
SIGNATURE:	/Jeffrey S. Abel/
DATE SIGNED:	07/24/2014
Total Attachments: 9	

PATENT

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FILE COPY

NONCOMPETE EMPLOYEE AGREEMENT

POLICIES AND PROCEDURES FOR NORTH AMERICA

I, the undersigned, in consideration of my employment or continued employment by Vetrotex America
Glass Mat Business (insert business unit), a subsidiary or other affiliate of SAINT-GOBAIN
CORPORATION, a Pennsylvania corporation, acting for itself and its affiliates, and in consideration of the compensation to
be paid to me therefore and any change in my employment which is conditioned upon my executing this Agreement, hereby
agree that:

1. "Company" shall mean SAINT-GOBAIN CORPORATION and/or its Affiliate(s) which will be paying my compensation during my employment period.

"Affiliate" shall mean an entity which, directly or indirectly, is controlled by, controls, or is under the common control with the Company.
2. "Confidential Information" shall mean all technical and business information of the Company, whether patentable or not, which is of a confidential, trade secret and/or proprietary nature and which is either developed by me or to which I have had access during my employment.
3. I shall use my best efforts and diligence both during and after my Company employment to protect the confidential, trade secret, and/or proprietary nature of all Confidential Information. I shall not directly or indirectly use (for myself or another) or disclose any Confidential Information for so long as it shall remain proprietary or protectable as confidential or trade secret information, except as may be necessary for the performance of my Company duties.

Upon leaving the employ of the Company, or at the Company's request, I will promptly deliver to it any and all documents and other material in my possession or control relating directly or indirectly to Confidential Information.
4. Any work product, including, but not necessarily limited to, ideas, improvements or inventions, whether or not patentable, made or conceived by me during my employment either solely or jointly with others and which directly or indirectly is based on my knowledge of the Confidential Information or the actual or anticipated business or interests of the Company shall be promptly disclosed to the Company by me in writing and shall be and remain the sole and exclusive property of the Company. I agree to sign all papers, to execute all oaths and to do everything necessary and proper to perfect the Company's title thereto and to enable the Company to apply for, obtain, maintain and enforce U.S. and foreign patents therefore, but without expense to me.
5. I agree that all of my obligations set forth in the preceding paragraphs of this Agreement shall continue beyond termination for any reason of my employment with the Company, and that such obligations shall be binding on my heirs and assigns.



NONCOMPETE EMPLOYEE AGREEMENT

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6. I agree to devote my skill and best effort during the period of my employment with the Company to such duties as may be assigned to me, to diligently work exclusively to further the best interests of the Company during the period of my employment, and to comply with the policies and procedures of the Company. I further agree that I shall not work for, or directly or indirectly in any way assist, a competitor against the best interests of the Company while in the employ of the Company.
7. I acknowledge that the nature of my employment, and the Company's inability to be adequately compensated by money damages as a result of loss of Confidential Information, is such as to require some restriction of my activities should I leave my employment. Therefore, in consideration of my employment, continued employment, increased compensation, change in responsibility in my present employment, or other benefit, I agree to the following obligations pertaining to any post-employment period:

I shall not, without written consent signed by an officer of the Company, directly or indirectly (whether as owner, partner, consultant, employee or otherwise), at any time during the one-year period following termination of my employment with the Company, engage in or contribute my knowledge to any work or activity that involves a product, process, apparatus, service or development (i) which is then competitive with or similar to a product, process, apparatus, service or development on which I worked or (ii) with respect to which I had access to Confidential Information while at the Company at any time during the period prior to such termination. The preceding sentence shall not apply if my employment is terminated by the Company without cause. The above one-year period shall not run during any period in which I am in violation of this paragraph.

In the event of a breach by me of this covenant, and in recognition that any remedy at law for any breach or threatened breach would be difficult to measure and inadequate and that any such breach or threatened breach would cause such immediate and permanent damages as would be irreparable, the Company, in addition and as a supplement to such rights and remedies as may exist in its favor, may apply to any court of law or equity having jurisdiction to enforce the specific performance of this covenant, and/or may apply for injunctive relief against an act which would violate this covenant.

8. If any provision of this Agreement is or becomes or is deemed to be invalid, illegal, or unenforceable in any jurisdiction, such provision shall be deemed to be amended to conform to applicable laws so as to be valid and enforceable or, if it cannot be so amended without materially altering the intention of the parties, it shall be stricken, and the remainder of this Agreement shall remain in full force and effect.
9. I understand that this document is not a contract of employment, and that any individual who is hired may voluntarily leave employment upon proper notice, and that their employment and compensation may be terminated by the Company at any time and for any reason. I understand that any oral or written statements to the contrary, unless such written statement is signed by an officer of the Company, are hereby expressly disavowed and should not be relied upon by any prospective or existing employee.



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10. To the extent that there is a conflict or inconsistency between this Agreement and any prior agreement involving the subject matter hereof, this Agreement shall be controlling.
11. In any action by the Company to enforce this Agreement, any claims asserted by me against the Company shall not constitute a defense to the Company's action hereunder.
12. This agreement is to be construed in accordance with the laws of the Commonwealth of Pennsylvania without giving effect to its principles of conflict of laws.

Intending to be legally bound, the undersigned hereby accepts the terms and conditions of this Employee Agreement on the date indicated below.

Wayne R Vliet
Employee Signature

Wayne R Vliet
Type or Print Employee Signature

For Company

By:

Wayne R Vliet
Wayne R Vliet

Date:

9/17/2002

ASSIGNMENT OF INVENTION

For good and valuable consideration, the receipt of which is hereby acknowledged, I, an Assignor named below,

Wayne R. Vliet of Mount Pleasant SC, US
Missy R. Miller of Tuscumbia AL, US
Ronald L. Franklin, Jr. of Mount Pleasant SC, US
Charles G. Herbert of Shrewsbury MA, US
Nancy E. Brown of New Braintree MA, US
Fei Wang of Stoneham MA, US

hereby sell, assign and transfer to

ASSIGNEE: SAINT-GOBAIN ADFORS CANADA, LTD., a Canadian Corporation,
having a principal place of business at 1795 Baseline Road, Grand
Island, NY 14072, US,

its successors, assigns and legal representatives, my entire right, title and interest throughout the world, including all rights to claim priority, in and to the invention disclosed in:

- ☐ U.S. Patent Application executed on or about the date of this Assignment,
- ☐ U.S. Patent Application executed on _____,
- ☐ U.S. Provisional Application _____, filed on _____,
- ☒ U.S. Application No.: 14/150,496, filed on January 8, 2014, or
- ☐ International Application No.: PCT/ _____, filed on _____.

ENTITLED: **GLASS MAT FOR ROOFING PRODUCTS**, and naming as

INVENTOR(S): Wayne R. Vliet, Missy R. Miller, Ronald L. Franklin, Jr., Charles G. Herbert, Nancy E. Brown, and Fei Wang

("Invention") including without limitation, my entire right, title and interest in and to any and all United States and foreign applications (including international, regional and foreign national applications) for said Invention, including divisions, continuations, continuations-in-part, utility models, industrial designs, renewals, substitutes and extensions thereof, and in and to any and all patents, invention registrations, or other forms of protection ("Patents") of every country or region that may be granted or have been granted for said Invention, including any reissues and reexaminations thereof.

To comply with 37 C.F.R. § 3.21 for recording this Assignment, I authorize and request that the application number and filing date be inserted here, if not already shown above, (_____/_____, filed _____) when they become known.

I authorize Assignee to apply for and be granted patents in the United States and foreign countries for said Invention, and to claim all rights of priority without further authorization from me.

I agree that, upon request and without further compensation, but at no expense to me, I and/or my legal representatives and assigns will do all lawful acts, including the execution of papers and the giving of testimony, that may be necessary or desirable for obtaining, sustaining, reissuing, or enforcing the Patents in the United States and throughout the world for said Invention, and for perfecting, recording, or maintaining the title of Assignee, its successors and assigns, to said Invention, said application, and any Patents granted for said Invention in the United States and throughout the world.

I hereby covenant that no assignment, sale, license, agreement, or encumbrance has been or will be made or entered into that would conflict with this Assignment.

I authorize and request the Director of the United States Patent and Trademark Office and agencies, departments, or other similar offices and officials of all foreign countries to issue any Patents granted for said Invention, whether on said application or on any subsequently filed divisional, continuation, continuation-in-part, reexamination, reissue or other application, to Assignee, its successors and assigns, as the assignee of the entire interest in said Invention.

Executed on _____, 201__ by _____ Wayne R. Vliet
Witnessed on _____, 201__ by _____ Non-inventor Witness Signature

Executed on <u>January 22</u> , 201 <u>4</u> by <u>Missy R. Miller</u> Missy R. Miller
Witnessed on <u>January 22</u> , 201 <u>4</u> by _____ Non-inventor Witness Signature

Executed on 6-10-14, 20114 by Ronald L. Franklin, Jr.
Ronald L. Franklin, Jr.

Witnessed on 6-10-14, 20114 by Heather Alliz
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Charles G. Herbert

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Nancy E. Brown

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Fei Wang

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Ronald L. Franklin, Jr.

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on January 22, 2014 by Charles G. Herbert
Charles G. Herbert

Witnessed on January 22, 2014 by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Nancy E. Brown

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Fei Wang

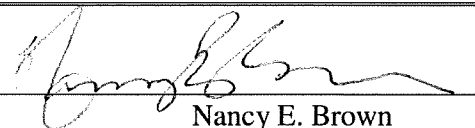
Witnessed on _____, 201__ by _____
Non-inventor Witness Signature


Executed on _____, 201__ by _____,
Ronald L. Franklin, Jr.

Witnessed on _____, 201__ by _____,
Non-inventor Witness Signature

Executed on _____, 201__ by _____,
Charles G. Herbert

Witnessed on _____, 201__ by _____,
Non-inventor Witness Signature

Executed on 3/3, 2014 by ,
Nancy E. Brown

Witnessed on 3/3, 2014 by ,
Non-inventor Witness Signature

Executed on _____, 201__ by _____,
Fei Wang

Witnessed on _____, 201__ by _____,
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Ronald L. Franklin, Jr.


Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

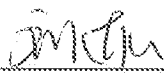
Executed on _____, 201__ by _____
Charles G. Herbert

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on _____, 201__ by _____
Nancy E. Brown

Witnessed on _____, 201__ by _____
Non-inventor Witness Signature

Executed on 2/4, 2014 by 
Fei Wang

Witnessed on 02/04, 2014 by 
Non-inventor Witness Signature