503944780 08/03/2016

# PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1 Stylesheet Version v1.2 EPAS ID: PAT3991436

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	OBLIGATION TO ASSIGN BEING SUBMITTED FOR RECORDATION TO ESTABLISH AN OBLIGATION TO ASSIGN IDENTIFIED U.S. DESIGN PATENT APPLICATIONS BASED UPON EMPLOYMENT TITLE AND RESPONSIBILITIES ASSOCIATED THEREWITH OF MR. SANGYUP LEE (INVENTOR) AT BENT

# **CONVEYING PARTY DATA**

Name	Execution Date
SANGYUP LEE	07/28/2016

# **RECEIVING PARTY DATA**

Name:	BENTLEY MOTORS LIMITED	
Street Address:	PYMS LANE	
City:	CREWE, CHESHIRE	
State/Country:	ENGLAND	
Postal Code:	CW1 3PL	

### **PROPERTY NUMBERS Total: 1**

Property Type	Number
Application Number:	29537702

# **CORRESPONDENCE DATA**

Fax Number: (216)621-4072

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.

Phone: 216-621-2234 Email: rkline@tarolli.com

TAROLLI, SUNDHEIM, COVELL & TUMMINO LLP **Correspondent Name:** 

1300 EAST NINTH STREET Address Line 1:

Address Line 2: **SUITE 1700** 

Address Line 4: CLEVELAND, OHIO 44114

ATTORNEY DOCKET NUMBER:	WIL-024743 US DES	
NAME OF SUBMITTER:	JOHN A. YIRGA	
SIGNATURE:	/John A. Yirga/	
DATE SIGNED:	08/03/2016	

**Total Attachments: 12** 

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> **PATENT** REEL: 039570 FRAME: 0656

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28th July 2016

To Whom it May Concern

# RE: Sangyup Lee- Employment Confirmation.

I hereby confirm that the above named, Mr Sangyup Lee, was employed at Bentley Motors Limited, Based in Crewe, in the capacity of Head of Exterior Design from the 1<sup>st</sup> February 2013 until the 11th May 2016.

If you require any further information, then please contact me as per the details below.

Yours faithfully

Mrs Julie Williams

Senior HR Officer - Global Assignments

For and on behalf of:

Bentley Motors Limited, Crewe, Cheshire, CW1 3PL

Telephone: 01270 535435



#### STRICTLY CONFIDENTIAL

Mr Sangyup Lee SAP Number: 18448 16 January 2013

Dear Sangyup

Please find enclosed a copy of the main terms and conditions of your assignment with Bentley Motors Limited, which apply in addition to the Home Global Employment Agreement between yourself and Volkswagen Group of America.

Your job title will be Head of Exterior Design. You will report directly to the Director, Design and Styling.

I hope that you will find this offer acceptable and would ask you to please sign the enclosed two copies to signify your agreement, return one copy to Julie Williams in the HR Department and retain the other for your records.

I would like to take this opportunity of welcoming you to Bentley Motors Limited, and wish you every success in your assignment.

Yours sincerely

Dr Ariane Reinhart

Member of the Board, HR

- Les coleman

Sangyup Lee Host contract | February 2013

# 11. PRIVATE HEALTH INSURANCE

Private Health Insurance is arranged through Volkswagen Group of America as part of your Global Employment contract.

### 12. **SMOKING**

Please note that the Company operates a no smoking policy, please see the Bentley Employment Handbook for further details.

### 13. CONFIDENTIALITY

You shall not, except in the proper performance of your duties or with prior consent of the Company, divulge or communicate to any person any of the trade secrets or other confidential or secret information belonging to the Company which you may have received or obtained during the course of or in conjunction with your employment by the Company.

For example, this clause applies to information concerning the Company's business methods, products, business plans and strategies and to prices negotiated with third parties. This restriction shall continue to apply after the termination of your contract but it shall cease to apply to information which comes into the public domain.

### 14. DISCIPLINARY & GRIEVANCE PROCEDURES

The Company deals with disciplinary/grievance matters in accordance with the procedures contained in the Company's Employment Handbook.

# 15. REINTEGRATION

The duration of this appointment is for 2 years with an option to extend for a further I year. At the end of the appointment Volkswagen Group of Amercia guarantee that you will be offered a suitable alternative position as detailed in your Home Global Employment contract.

### 16. CHILDRENS EDUCATION

If you have children of school age the following applies:-

Where possible, children will attend local state schools, and where appropriate may be eligible to additional funding for language training. Private education may be funded by the Company if you child has special educational requirements. Private/state Crèche / Kindergarten / private nursery fees will be funded by the Company for children up to school age along with a co-payment by yourself which will be deducted in Germany.

Sangyup Lee Host contract I February 2013



# Patents Act 1977

### **1977 CHAPTER 37**

#### PART I

**NEW DOMESTIC LAW** 

Employees' inventions

# 39 Right to employees' inventions.

- (1) Notwithstanding anything in any rule of law, an invention made by an employee shall, as between him and his employer, be taken to belong to his employer for the purposes of this Act and all other purposes if—
  - (a) it was made in the course of the normal duties of the employee or in the course of duties falling outside his normal duties, but specifically assigned to him, and the circumstances in either case were such that an invention might reasonably be expected to result from the carrying out of his duties; or
  - (b) the invention was made in the course of the duties of the employee and, at the time of making the invention, because of the nature of his duties and the particular responsibilities arising from the nature of his duties he had a special obligation to further the interests of the employer's undertaking.
- (2) Any other invention made by an employee shall, as between him and his employer, be taken for those purposes to belong to the employee.
- [F1(3) Where by virtue of this section an invention belongs, as between him and his employer, to an employee, nothing done—
  - (a) by or on behalf of the employee or any person claiming under him for the purposes of pursuing an application for a patent, or
  - (b) by any person for the purpose of performing or working the invention, shall be taken to infringe any copyright or design right to which, as between him and his employer, his employer is entitled in any model or document relating to the invention.]

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Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Patents Act 1977. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details)

# **Annotations:**

2

# **Amendments (Textual)**

F1 S. 39(3) added by Copyright, Designs and Patents Act 1988 (c. 48, SIF 67A), s. 295, Sch. 5 para. 11(1)

#### Changes to legislation:

There are outstanding changes not yet made by the legislation gov.uk editorial team to Patents Act 1977. Any changes that have already been made by the team appear in the content and are referenced with annotations.

#### Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

- Act amendment to earlier affecting provision SI 2013/2602 art. 2 Sch. by S.I. 2016/559 Sch.
- Act modified by S.I. 2003/1249 art. 2.3 Sch.
- Act modified (Isle of Man) by S.I. 2013/2602 art. 2 Sch.
- Blanket Amendment words substituted by 2005 c. 4 Sch. 11 para. 1(2)

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 4A inserted by 2004 c. 16 s. 1
- s. 5(2A)-(2C) inserted by S.I. 2004/2357 art. 3
- s. 5(5)(aa) inserted by 2014 c. 18 Sch. para. 1(1)
- s. 11(3A) inserted by 2004 c. 16 s. 6(2).
- s. 14(1A) inserted by S.I. 2004/2357 art. 4(3)
- s. 14(10) inserted by S.I. 2004/2357 art. 4(4)
  - s. 15 15A substituted for s. 15 by S.I. 2004/2357 art. 5
- s. 20A 20B inserted by S.I. 2004/2357 art. 8
- s. 20B(4A) inserted by 2014 c. 18 Sch. para, 2
- s. 20B(6A) inserted by 2004 c. 16 Sch. 2 para. 7
- s. 23(1A) inserted by 2004 c. 16 s. 7(2)
- s. 23(3A) inserted by 2004 c. 16 s. 7(3)
- s. 24(4) inserted by 2004 c. 16 Sch. 2 para. 9
- s. 27(6) inserted by 2004 c. 16 s. 2(1)
- s. 30(6A) inserted by S.I. 2004/2357 art. 10(3)
- s. 32(2)(ba) inserted by 2004 c. 16 s. 13(3)
- s. 36(3)(a) (b) inserted by 2004 c. 16 s. 9
- s. 43(5A) inserted by 2004 c. 16 s. 10(7)
- s. 46(3B) inserted by 2004 c. 16 s. 8(4)(b)
- s. 50A(1)(a) amended by S.I. 2003/1592 Sch. 4 para. 3(1)(a)
- s. 50A(1)(a) amended by S.I. 2003/1592 Sch. 4 para. 3(1)(b)
- s. 50A(6) amended by S.I. 2003/1592 Sch. 4 para. 3(1)(e)
- s. 50A(6) amended by S.I. 2003/1592 Sch. 4 para. 3(1)(d)
- s. 50A(7) amended by S.1, 2003/1592 Sch. 4 para, 3(1)(e)
- s. 50A(8) inserted by S.I. 2014/892 Sch. 1 para. 32(6).
- s. 56(4)(a)(iiia) and word added by S.I. 2006/1056 Sch. para. 2(b) (This amendment comes into force on the day on which 2005 asp 13, s. 20 comes into force, see art. 1(2)(b))
- s. 56(4)(a) (ai) inserted by 2003 c. 43 Sch. 11 para. 6(2)
- s. 56(4)(a)(ai) words inserted by S.I. 2004/957 Sch. para. 2(a)
- s. 56(4)(i) words substituted by 2006 c. 43 Sch. 1 para. 58(b)
- s. 56(4)(iii) words substituted by 2006 c. 43 Sch. 1 para. 58(c)(i)
- s. 56(4)(iii) words substituted by 2006 c. 43 Sch. 1 para. 58(c)(ii)
- s. 56(4)(ai) words substituted by 2006 c. 43 Sch. 1 para. 58(a)
- s. 58(6)(a) words in s. 58(6) renumbered as s. 58(6)(a) by 2004 c. 16 s. 2(2)(a)
- s. 58(6)(b) and word inserted by 2004 c. 16 s. 2(2)(a)
- s. 58(8)(a) words in s. 58(8) renumbered as s. 58(8)(a) by 2004 c. 16 s. 2(2)(b)
- s. 58(8)(b) and word inserted by 2004 c. 16 s. 2(2)(b)
- s. 58(9A) inserted by 2004 c. 16 s. 3(2)
  - s. 60(5)(i) inserted by S.I. 2005/2759 reg. 3(a)
- s. 60(5)(j)(k) inserted by S.I. 2016/388 art. 2(3).
  - s. 60(6D)-(6G) inserted by S.I. 2014/1997 art. 2
- s. 60(6H) inserted by S.I. 2016/388 art. 2(4)

s. 61(7) inserted by 2004 c. 16 s. 11 s. 61(7)(a) words substituted by 2013 c. 22 Sch. 9 para. 52 s. 62(1A) inserted by 2014 c. 18 s. 15(2) s. 62(3)(a) words in s. 62(3) renumbered as s. 62(3)(a) by 2004 c. 16 s. 2(3) (Amendment not applied to legislation.gov.uk. S. 2(3) was repealed (29.4.2006) by S.I. 2006/1028, art. 2(4), Sch. 4) s. 62(3)(b) and word inserted by 2004 c. 16 s. 2(3) (Amendment not applied to legislation.gov.uk. S. 2(3) was repealed (29.4.2006) by S.I. 2006/1028, art. 2(4), Sch. s. 63(3)(a) words in s. 63(3) renumbered as s. 63(3)(a) by 2004 c. 16 s. 2(4) (Amendment not applied to legislation.gov.uk. S. 2(4) was repealed (29.4.2006) by S.I. 2006/1028, art. 2(4), Sch. 4) s. 63(3)(b) and word inserted by 2004 c. 16 s. 2(4) (Amendment not applied to legislation.gov.uk. S. 2(4) was repealed (29.4.2006) by S.I. 2006/1028, art. 2(4), Sch. s. 63(4) inserted by 2004 c. 16 s. 3(1) s. 70(2) (2A) substituted for s. 70(2) by 2004 c. 16 s. 12(2) s. 70(6) inserted by 2004 c. 16 s. 12(5) s. 72(4A) inserted by 2004 c. 16 s. 4 s. 73(1A)-(1C) inserted by 2014 c. 18 s. 16(4) s. 74(8)(a) words in s. 74(8) renumbered as s. 74(8)(a) by 2004 c. 16 s. 13(2) s. 74(8)(b) and word inserted by 2004 c. 16 s. 13(2) s. 74A 74B and cross-heading inserted by 2004 c. 16 s. 13(1) s. 74A title substituted by 2014 c. 18 s. 16(1) s. 74A(1) words substituted by 2014 c. 18 s. 16(1) s. 74B(2)(c) omitted by 2014 c. 18 s. 16(2) s. 75(5) inserted by 2004 c. 16 s. 2(5) s. 76(1A) inserted by S.I. 2004/2357 art. 13(3) s. 76(4) inserted by S.I. 2004/2357 art. 13(5) s. 77(5A) inserted by 2014 c. 18 Sch. para. 6 s. 77(5A) words inserted by S.I. 2016/388 art. 2(5)(a) s. 77(10) inserted by S.I. 2016/388 art. 2(5)(c) s. 78(6)-(6C) substituted for s. 78(6) by 2004 c. 16 Sch. 1 para. 3(3) s. 80(4)-(7) substituted for s. 80(4) by 2004 c. 16 Sch. 1 para. 4 s. 83A inserted by S.I. 2016/388 art. 2(6) s. 88A 88B and cross-heading inserted by 2014 c. 18 s. 17 s. 102(2A) inserted by 2007 c. 29 Sch. 21 para. 40(a) s. 102A(7) inserted by 2005 c. 4 Sch. 4 para. 92(3) s. 106(1A) inserted by 2004 c. 16 s. 14(3) (4) s. 117(3)(4) inserted by S.I. 2004/2357 art. 17 s. 117A 117B inserted by S.I. 2004/2357 art. 18 s. 117A(7) inserted by 2004 c. 16 Sch. 2 para. 23 s. 118(3)(aa) inserted by 2014 c. 18 s. 18(1) s. 118(3A) (3B) inserted by 2014 c. 18 s. 18(2) s. 118(3C) inserted by 2014 c. 18 s. 18(3) s. 118A inserted by S.J. 2011/2059 reg. 2 s. 118A repealed by S.I. 2014/1385 reg. 3(1) s. 120(3) inserted by 2004 c. 16 Sch. 2 para. 24(3) s. 123(2A) inserted by 2004 c. 16 Sch. 2 para. 26(3) s. 124A inserted by S.I. 2003/512 art. 2 s. 124A(1) word substituted by S.I. 2006/1229 art. 4(2) s. 124A(3) words substituted by S.I. 2006/1229 art. 4(3) s. 124A(5) word inserted by S.I. 2006/1229 art. 4(4)(b) s. 124A(5) word substituted by S.I. 2006/1229 art. 4(4)(a) s. 124A(6) word substituted by S.I. 2006/1229 art. 4(5) s. 124A(7) word substituted by S.I. 2006/1229 art. 4(6) s. 124A(9)(10) omitted by S.I. 2006/1229 art. 4(7)

s. 124A(12) omitted by S.I. 2006/1229 art. 4(7)

- s. 124A(13)-(16) substituted for s. 124A(13)-(15) by S.I. 2006/1229 art. 4(8)
- s. 128A 128B inserted by S.I. 2007/3293 reg. 2(2)
- s. 128B(2)(a) words substituted by S.I. 2014/2411 reg. 2(2)
- s. 130(4A) inserted by 2004 c. 16 Sch. 1 para. 9(3)
- s. 130(5A) inserted by 2004 c. 16 Sch. 1 para. 9(4)
- s. 130(6)(d) inserted by S.I. 2016/388 art. 2(9)(c)
- s. 131(f) inserted by 2004 c. 16 Sch. 2 para. 28
- s. 144(1)(2) amendment to earlier affecting provision SI 2003/1592 Sch. 4 para. 7(1)
   (a)(b) by S.I. 2014/891 art. 19(3)
- Sch. A3 A4 inserted by S.I. 2016/388 art. 2(10)
- Sch. 4 Pt. 1 entry inserted by S.I. 2014/2401 rule 8
- Sch. 4A inserted by S.I. 2007/3293 reg. 2(3)
- Sch. 4A para. 8 and cross-heading inserted by S.I. 2014/2411 reg. 2(3)(b)
- Sch. 4A para. 1(2) words inserted by 2014 c. 18 s. 16(3)
- Sch. 4A para. 7(a) words substituted by S.I. 2014/2411 reg. 2(3)(a)
- rule 41A inserted by S.I. 2014/2401 rule 7

## Commencement Orders yet to be applied to the Patents Act 1977

Commencement Orders bringing legislation that affects this Act into force:

- S.I. 2003/53 art. 2-4 commences (2001 c. 15)
- S.I. 2003/766 art. 2 Sch. commences (2002 c. 40)
- S.I. 2003/1397 art. 2(1) Sch. commences (2002 c. 40)
- S.I. 2003/2093 art. 2 Sch. 1 2 commences (2002 c. 40)
- S.I. 2004/288 art. 2-6 commences (2003 c. 43)
- S.I. 2004/480 art. 2-5 commences (2003 c. 43)
- S.I. 2004/1009 art. 2 commences (2003 c. 43)
- S.I. 2004/1019 art. 2 commences (2003 c. 43)
- S.I. 2004/2177 art. 2 commences (2004 c. 16)
- S.I. 2004/3205 art. 2 commences (2004 c. 16)
- S.I. 2004/3233 art. 2 Sch. commences (2002 c. 40)
- S.I. 2004/3255 art. 2 commences (2004 c. 8)
- S.I. 2005/950 art. 2-4 commences (2003 c. 44)
- S.I. 2005/2122 art. 2 amendment to earlier commencing SI 2005/950, Sch. 2 para.
   23(1)
- S.I. 2005/2471 art. 2 commences (2004 c. 16)
- S.I. 2005/2925 art. 2 4-11 commences (2003 c. 43)
- S.I. 2006/1014 art. 2 Sch. 1 2 commences (2005 c. 4)
- S.I. 2007/3396 art. 2 commences (2004 c. 16)
- S.I. 2009/1604 art. 2 commences (2005 c. 4)
- S.I. 2009/3250 art, 2 commences (2007 c. 29)



# Registered Designs Act 1949

### 1949 CHAPTER 88 12 13 and 14 Geo 6

Registrable designs and proceedings for registration

# 2 Proprietorship of designs.

- [F1(1) The author of a design shall be treated for the purposes of this Act as the original proprietor of the design, subject to the following provisions.
- (1A) Where a design is created in pursuance of a commission for money or money's worth, the person commissioning the design shall be treated as the original proprietor of the design.
- (1B) Where, in a case not falling within subsection (1A), a design is created by an employee in the course of his employment, his employer shall be treated as the original proprietor of the design.]
- (2) Where a design F2... becomes vested, whether by assignment, transmission or operation of law, in any person other than the original proprietor, either alone or jointly with the original proprietor, that other person, or as the case may be the original proprietor and that other person, shall be treated for the purposes of this Act as the proprietor of the design F3...
- [<sup>F4</sup>(3) In this Act the "author" of a design means the person who creates it.
  - (4) In the case of a design generated by computer in circumstances such that there is no human author, the person by whom the arrangements necessary for the creation of the design are made shall be taken to be the author.]

#### **Annotations:**

## **Amendments (Textual)**

- F1 S. 2(1) substituted by Copyright, Designs and Patents Act 1988 (c. 48, SIF 67A), s. 267(2)
- F2 Words in s. 2(2) repealed (9.12.2001) by S.I. 2001/3949, reg. 9(2), Seh. 2 (with transitional provisions in regs. 10-14)
- F3 Words in s. 2(2) repealed (9.12.2001) by S.I. 2001/3949, reg. 9(2), Seh. 2 (with transitional provisions in regs. 10-14)

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Registered Designs Act 1949. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details)

F4 S. 2(3)(4) inserted by Copyright, Designs and Patents Act 1988 (c. 48, SIF 67A), s. 267(3)(4)

#### Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to Registered Designs Act 1949. Any changes that have already been made by the team appear in the content and are referenced with annotations.

# Changes and effects yet to be applied to:

- s. 2(1A) omitted by 2014 c. 18 s. 6(1)(a)
- s. 2(1B) words omitted by 2014 c. 18 s. 6(1)(b)

#### Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

- Act extended (Isle of Man) (with modifications) by S.I. 2013/2533 art. 3(1) Sch. 1
- Act words substituted by 2005 c. 4 Sch. 11 para. 4

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 7B inserted by 2014 c. 18 s. 7(1)
- s. 11ZA(1A)(1B) inserted by S.I. 2006/1974 art. 7(3)
- s. 11ZA(1A)(a) modified by S.I. 2015/829 reg. 14(3)(4)
- s. 11ZA(1A)(b) substituted by S.I. 2007/3378 reg. 2
- s. 15A-15C and cross-heading inserted by S.I. 2006/1028 Sch. 1 para. 2
- s. 15ZA inserted by 2014 c. 18 s. 8(1)
- s. 22(1)(aa) and word inserted by 2014 c. 18 s. 9(2)
- s. 22(5) inserted by 2014 c. 18 s. 9(4)
- s. 22(6) (7) inserted by 2014 c. 18 s. 9(5)
- s. 24A-24G inserted by S.I. 2006/1028 Soh. 1 para. 3
- s. 24B(1) words omitted by 2014 c. 18 s. 10(1)
- s. 27(3) inserted by 2005 c. 4 Sch. 4 para. 36(3)
- s. 27A amendment to earlier affecting provision 2007 c. 15 s. 143(2) by 2013 e. 22
   Sch. 9 para. 49 (This amendment not applied to legislation.gov.uk. S. 143, which prospectively inserts s. 27A, was repealed without ever being in force (6.4.2015) by 2014 c. 18, s. 10(11); S.I. 2015/165, art. 3)
- s. 27A inserted by 2007 c. 15 s. 143(2) (This amendment not applied to legislation.gov.uk. S. 143 repealed without ever being in force (6.4.2015) by 2014 c. 18, s. 10(11); S.I. 2015/165, art. 3)
- s. 27A 27B inserted by 2014 c. 18 s. 10(2)
- s. 27A(4)-(6) omitted by 2013 e. 22 Sch. 9 para. 21(3) (This amendment not applied to legislation.gov.uk. S. 143, which prospectively inserts s. 27A, was repealed without ever being in force (6.4.2015) by 2014 c. 18, s. 10(11); S.I. 2015/165, art. 3)
- s. 28(11) inserted by 2005 c. 4 Sch. 4 para, 37(3).
- s. 28A and cross-heading inserted by 2014 c. 18 s. 11(1)
- s. 31(b) words inserted by 2005 c. 4 Sch. 11 para. 18
- s. 31A inserted by 2014 c. 18 s. 12(1)
- s. 35(3) inserted by S.I. 2005/2339 reg. 6
- s. 35A(3)-(7) inserted by 2014 c. 18 s. 14
- s. 35ZA-35ZD amendment to earlier affecting provision 2014 c. 18 s. 13 by S.I. 2014/2329 reg. 3
- s. 35ZA-35ZD inserted by 2014 c. 18 s. 13
- s. 35ZB(1) omitted by 2015 c. 15 Sch. 6 para, 1(2)
- s. 35ZB(1A) inserted by 2015 c. 15 Sch. 6 para. 1(3)
- s. 37(4A) inserted by 2014 c. 18 s. 11(3)(c)
- s. 37(4B) inserted by 2014 c. 18 s. 8(2)(b)
- s. 37A inserted by S.I. 2006/1229 art. 2
- s. 46(4A) inserted by S.I. 2006/1028 Sch. 1 para. 6

# Commencement Orders yet to be applied to the Registered Designs Act 1949

Commencement Orders bringing legislation that affects this Act into force:

- S.I. 2003/766 art. 2 Sch. commences (2002 c. 40)
- S.I. 2003/1397 art. 2(1) Sch. commences (2002 c. 40)
- S.I. 2003/2093 art. 2 Sch. 1 2 commences (2002 c. 40)
- S.I. 2004/3233 art. 2 Sch. commences (2002 c. 40)
- S.I. 2005/950 art. 2-4 commences (2003 c. 44)
- S.I. 2005/2122 art. 2 commences (2003 c. 44)
- S.I. 2006/1014 art, 2 Sch. 1 2 commences (2005 c. 4)
- S.I. 2009/1604 art. 2 commences (2005 c. 4)

PATENT REEL: 039570 FRAME: 0669

**RECORDED: 08/03/2016**