

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT4272513

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
RAFAEL GODINEZ	07/12/2010
RECEIVING PARTY DATA	
Name:	BAL SEAL ENGINEERING, INC.
Street Address:	19650 PAULING
City:	FOOTHILL RANCH
State/Country:	CALIFORNIA
Postal Code:	92610
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	13693296
CORRESPONDENCE DATA	
Fax Number:	(949)955-1921
<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:	949-955-1920
Email:	KOS_Docketing@koslaw.com
Correspondent Name:	KLEIN, O'NEILL & SINGH, LLP
Address Line 1:	16755 VON KARMAN AVENUE
Address Line 2:	SUITE 275
Address Line 4:	IRVINE, CALIFORNIA 92606
ATTORNEY DOCKET NUMBER:	1129-068.101
NAME OF SUBMITTER:	TOM H. DAO
SIGNATURE:	/Tom H. Dao/
DATE SIGNED:	02/13/2017
Total Attachments: 4	
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INVENTION, COPYRIGHT AND SECRECY AGREEMENT

In consideration of my employment and continued employment after this date with BAL SEAL ENGINEERING, INC., a California corporation, (hereinafter referred to as "Employer"), and of the salary and wages paid for my services in the course of such employment and continued employment, and other good and valuable consideration, I

Rafael Godinez

(Print name in Full)

(Hereinafter also referred to as "Employee") warrants as follows:

1. • Employee agrees that all inventions, developments, designs, improvements, discoveries and ideas, whether or not patentable, which Employee has made or conceived or may make or conceive, either solely or jointly with others in the course of, or as a result of, employment by Employer, whether or not made or conceived during regular working hours, and relating to any process, method, manufacture, machine, apparatus, design, composition of matter, computer program, product, or any improvements or components thereof pertaining to the business of Employer or to Employee's actual and/or anticipated research and development, whether such inventions, developments, designs, improvement, discoveries and ideas are actually sold, licensed, or used by Employer remain the property of Employer, its successors and assigns.

Notice is herewith given by Employer under Section 2870 if the California Labor Code, and acknowledgement by Employee, that this Agreement does not apply to any invention that the employee, developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

- Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer.
- Result from any work performed by the employee for the employer. To the extent a provision in an employment agreement purports to require an employee being to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.
- Employee agrees to disclose promptly, in writing, to Employer all said inventions, developments, designs, improvements, discoveries and ideas, such disclosures being made on Employee's own initiative.

I have read, understand, and will adhere to the above statements.

Employee Init'l RG; Date 7/12/10; Employer's Init'l AR; Date 7/12/10

PROPRIETARY

PATENT
REEL: 041242 FRAME: 0568

- Employee agrees that at the request of Employer, and without charge to Employer, in the event Employee is no longer employed by Employer, that Employee will make, execute, acknowledge, and deliver all application papers, assignments or instruments, and perform or cause to be performed, such other lawful acts as Employer may deem necessary or helpful in making or prosecuting applications, domestic or foreign, for patents, re-issues, and extensions, thereof, and assist and cooperate with the Employer, or its representative, in any controversy or legal proceedings relating to said inventions, developments, designs, improvements, discoveries and ideas, or to the patents which may be procured thereon.
- In the event of Employee's death, or for any reason whatsoever, Employer is unable to secure Employee's signature to any hereinabove-referenced assignment or paper necessary or helpful in the prosecution of a BAL SEAL ENGINEERING, INC., patent application which may relate to any litigation or interference and/or controversy in connection therewith, Employee agrees to appoint Employer and hereby appoints Employer, its officers and agents, to act as my agent and hereby grant to Employer, its officers and agents power of attorney to execute such assignments or paper.
- Employee agrees not to divulge to any person, firm or corporation, and do not use to the detriment of Employer, or use in any business or process of manufacture competitive with or similar to any business or process of manufacture of Employer, at any time during employment with Employer any trade secrets or confidential information obtained during the course of his/her employment with Employer relating to sales, customers, pricing data, computer drawings, sources of supply, profit data, office procedures, salaries, formulas, data, processes, methods, manufactures, machines, apparatus, design, compositions of matter, product, ideas, improvements, inventions, discoveries, development or experimental work, work in process, or any other matter belonging to or relating to the affairs of Employer, without first obtaining the written permission of either the President or in his absence, both the Employer's Acting Manager and Business/Legal Coordinator.
- After termination of employment with Employer, Employee agrees not to divulge to any person, firm or corporation, nor use any trade secrets or confidential information obtained during the course of Employee's employment with Employer relating to sales, formulas, data, processes, methods, manufactures, machines, apparatus, design, compositions of matter, product, ideas, improvements, inventions, discoveries, development or experimental work, work in process, or any other matter belonging to or relating to the affairs of Employer.

I have read, understand, and will adhere to the above statements.

Employee Init'l me ; Date 7/12/10 ; Employer's Init'l DR ; Date 7/12/10

PROPRIETARY

PATENT
REEL: 041242 FRAME: 0569

- Employee acknowledges Employer's need to maintain a stable work force to maintain a stable work force to remain in business and maintain a competitive status therein and therefore, Employee agrees that following termination of employment by Employer, Employee will not attempt to disrupt, damage, impair or interfere with Employer's business by interfering with or raiding its Employees, by disrupting Employer's relationship with Employer's customers, representatives, agents or vendors, or by any other actions impairing Employer's ability to stay in business.
 - That at the time of leaving the employ of Employer, Employee agrees to deliver to Employer, and not keep or deliver to anyone else, any and all drawings, blueprints, notes, notebooks, memoranda, computer discs, specifications, devices, documents and all copies thereof, and in general, any and all material relating to Employer's business.
2. Employee warrants that there are no inventions which Employee has made prior to the date of employment by Employer which are to be excluded from the operation of this Agreement except those on which patents have been issued and on which disclosures have been submitted to Employee's previous employer, and those, if any, designated by application serial number, or brief description, where no application has been filed, on an attached list signed by Employee and Employer and made a part of this Agreement.
 3. Employee agrees that all writings, art designs, prints, labels, work of art and copyrightable subject matter pertaining to the Employer or arising out of or from or in connection with the Employee's employment by the Employer, which the Employee, either solely or jointly with others, makes, develops or conceives while employed by the Employer, shall be the sole property of the Employer; and the Employee agrees to execute all assignments and other instruments necessary to vest in the Company the full and complete ownership of copyrights in such subject matter and all beneficial incidents thereof, both common law and under the Copyright Statutes of the United States and all other countries.
 4. Employee hereby warrants that Employee is not under contract to render services to any other person and that Employee is free to enter into this Agreement provided, however, that it is mutually understood and agreed that Employee will not disclose to nor use for the benefits of Employer any trade secrets of a former Employer.

I have read, understand, and will adhere to the above statements.

Employee Init'l *AE* ; Date 7/12/10 ; Employer's Init'l *AE* ; Date 7/12/10

- 5. Employee agrees that during employment by Employer, Employee will not engage in any other business, and will not perform any service for any person, firm or corporation other than Employer either as a employee, independent contractor, consultant or advisor without first obtaining the written permission of the President.
- 6. Employee agrees that this agreement may not, on behalf of or in respect to the Employer, be changed or modified or released, discharged, abandoned or otherwise terminated in whole or in part, except by an instrument in writing, signed by the President.
- 7. Employee agrees that this Agreement shall be binding upon Employee's heirs, executors, administrators and other legal representatives and shall run to the successors and assigns of Employer.
- 8. Employee acknowledges that a breach of this Agreement by Employee is sufficient cause for immediate dismissal by Employer.
- 9. Employee and Employer agree that if any provision of this Agreement be declared void or unenforceable by any judicial or administrative authority, said provision shall be deemed severable and not affect the force and/or validity of any or all of the other provisions of this Agreement, provided, however, that the intent of the parties with respect to the remaining provisions shall not be altered by the unenforceability of other provisions and that the enforceable provisions shall be modified, if necessary, to carry out the intent of the parties upon declaration of some provisions as void or unenforceable.
- 10. This Agreement will be governed and interpreted in accordance with the laws of the State of California.

I, Employee: Rafael Godiner have read, understand
(Print name in full)

X and will adhere to all pages of the Secrecy Agreement. I also acknowledge receiving a signed copy of this Agreement.

Signature: [Signature]; Date 7/12/10

Address: 6312 Gladista Circle

X Chino Hills, CA 91709

[Signature]; 7/12/10
Personnel Coordinator/Designee Date

[Signature]; 7/12/10
HR Director/Designee Date