

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT4382269

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
N. R. MARSHALL	08/29/1984
RECEIVING PARTY DATA	
Name:	HUHTAMAKI OYJ
Street Address:	MIESTENTIE 9
City:	ESPOO
State/Country:	FINLAND
Postal Code:	02150
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	29545060
CORRESPONDENCE DATA	
Fax Number:	(816)983-8080
<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:	816-983-8000
Email:	pto-kc@huschblackwell.com
Correspondent Name:	HUSCH BLACKWELL LLP
Address Line 1:	4801 MAIN STREET, SUITE 1000
Address Line 4:	KANSAS CITY, MISSOURI 64112
ATTORNEY DOCKET NUMBER:	16695.10807
NAME OF SUBMITTER:	WILLIAM B. KIRCHER
SIGNATURE:	/william b. kircher/
DATE SIGNED:	04/24/2017
Total Attachments: 9	
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SWEETHEART INTERNATIONAL LIMITED



CONTRACT OF EMPLOYMENT FOR STAFF EMPLOYEES

TO: MR N R MARSHALL

DATE: 24th August 1984

This contract is issued in accordance with current legislation affecting Contracts of Employment and should be read in conjunction with the Company's Conditions of Employment for Staff Employees.

1. COMMENCEMENT

Your employment with this Company commenced on 8th May 1984 in the position of AUTOMATION SECTION LEADER R & D.....
Former employment of 4.....yrs, 2..... mths, will not count as service in the Company.

2. REMUNERATION

Your salary on commencement was per annum paid monthly in arrears by credit transfer to your bank.

In addition you will receive the following annual payments:

.....
.....
.....

The above will be paid according to the conditions specified in the Staff Conditions of Employment.

3. HOURS OF WORK

Your normal hours of work each day will be from 9.00.A.M. to 5.00.P.M. with 3/4 HOUR for lunch. It will be appreciated however that occasions may arise when it will be necessary to work beyond the stated finishing time for the proper performance of your duties.

3a As a member of the salaried staff you will ~~not~~ be subject to overtime payments for any additional time worked ~~(except for excess hours at weekends only,~~ authorised in advance) but if, as a special occasion, the need for extra time proves significant e.g. at the financial year end or stocktaking, the Company may, at its discretion, make a special payment.

Cont'd.....

3b Field Engineers and Sales force: Because of variations in the hours of business of our customer and wide variations in the journey time to them, coupled with consideration of overnight stop overs it is not possible to lay down specific hours. Guidance will however be given on an individual basis by Department Managers.

4. HOLIDAYS

In addition to the statutory Public Holidays your annual Basic Holiday Entitlement is days; you are also entitled to increments by virtue of length of service. All holiday entitlements are calculated and paid in accordance with the Staff Conditions of Employment.

5. PENSION AND LIFE ASSURANCE SCHEMES

It is a condition of your employment that you join the Company Pension Scheme when you become eligible. Further information is given in your Staff Conditions of Employment.

6. SICKNESS OR INJURY

Action to be followed in the event of your absence from work through sickness or injury, and details of payment during sickness are given in the Staff Conditions of Employment.

7. NOTICE OF TERMINATION OF EMPLOYMENT

Details of the length of notice you are required to give to the Company, or receive from the Company in the event of termination of employment are given in the Staff Conditions of Employment.

8. DISCIPLINARY AND GRIEVANCE PROCEDURES

Information on disciplinary and grievance procedures and appeals procedures is given in the Staff Conditions of Employment.

9. CHANGES TO CONDITIONS

Information on the variation of conditions is given in the Staff Conditions of Employment.

Cont'd.....

10. ENTITLEMENT TO WORK PRODUCED AND INVENTIONS

All work, inventions and developments affecting the Company's business, produced during the period of your employment with the Company shall be deemed to belong absolutely to the Company, and at the Company's discretion you may be required to join with the Company in any legal processes necessary to protect the rights to such work, invention or development.

Issued by: *[Signature]*

Position: Personnel Manager

on: *23/8/84*

Signed as received and agreed to:

Signature: *[Signature]* Date: *29-8-84*

RDH/CW
February 1980



Companies House

Company Details

Name & Registered Office:
HUHTAMAKI (UK) LIMITED
 ROWNER ROAD
 HOLBROOK
 GOSPORT
 HAMPSHIRE PO13 0PR ENGLAND
Company No. 00956315

Status: Active
Date of Incorporation: 17/06/1969

Country of Origin: United Kingdom
Company Type: Private Limited Company

Nature of Business (SIC):
 17219 - Manufacture of other paper and paperboard containers
 22220 - Manufacture of plastic packing goods

Accounting Reference Date: 31/12

Last Accounts Made Up To: 31/12/2011 (FULL)

Next Accounts Due: 30/09/2013

Last Return Made Up To: 22/07/2012

Next Return Due: 19/08/2013

Mortgage: Number of charges: 3 (0 outstanding / 3 satisfied / 0 part satisfied)

Last Members List: 22/07/2012

Previous Names:

Date of change	Previous Name
01/05/2001	HUHTAMAKI VAN LEER LIMITED
03/04/2000	POLARCUP LTD
01/01/1993	SWEETHEART INTERNATIONAL LIMITED
31/12/1981	SWEETHEART INTERNATIONAL (GOSPORT) LIMITED
31/12/1979	SWEETHEART PLASTICS LIMITED

UK Establishment Details

There are no UK Establishments associated with this company.

Oversea Company Info

There are no Oversea Details associated with this company.

Huhtamaki 2012

Annual Accounts and Directors' Report



HUHTAMAKI

2012

PATENT

REEL: 042320 FRAME: 0007

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List of Subsidiaries

The list contains operative companies, holding companies and other subsidiaries with sufficient assets. A complete list is enclosed in the official statutory accounts, which may be obtained from the company on request. Foreign subsidiaries' nominal values are expressed in local currency (1,000). Subsidiaries' book values are expressed in the holding company's currency (1,000).

Name	Number of shares	Size of holding, %	Nominal value	Book value	Group holding, %
Huhtamäki Oyj's shareholding in subsidiaries:					
Huhtamäki Holding Oy	8	100.0	EUR 8	EUR 752,907	100.0
Huhtamäki Finance B.V.	4,900,713	75.0	EUR 490,071	EUR 844,855	100.0
Huhtamäki Foodservice Finland Oy	25,025	100.0	EUR 2,503	EUR 13,172	100.0
Partner Polarcup Oy	78,695	100.0	EUR 13,236	EUR 13,236	100.0
Huhtamäki Hungary Kft	1	100.0	HUF 67,240	EUR 339	100.0
Huhtamäki Holding Oy's shareholding in subsidiaries:					
Huhtalux Supra S.à r.l.	46,698,627	100.0	EUR 46,699	EUR 508,848	100.0
Huhtalux Supra S.à r.l.'s shareholding in subsidiaries:					
Huhtamäki German Holdings B.V.	180	100.0	EUR 18	EUR 86,000	100.0
Huhtamäki Germany GmbH	2	100.0	EUR 30	EUR 25	100.0
Huhtamäki German Holdings B.V.'s shareholding in subsidiaries:					
Huhtamäki Foodservice Germany Holding GmbH	25,000	100.0	EUR 25	EUR 25	100.0
Huhtamäki Foodservice Germany Holding GmbH's shareholding in subsidiaries:					
Huhtamäki Foodservice Germany GmbH & Co. KG	999,000	99.9	EUR 999	EUR 3,999	100.0
Huhtamäki Germany GmbH's shareholding in subsidiaries:					
Huhtamäki Films Germany Holding GmbH	30,000	100.0	EUR 30	EUR 50,254	100.0
Huhtamäki Flexible Packaging Germany GmbH & Co. KG	19,391	75.1	EUR 1,939	EUR 327,898	100.0
Huhtamäki Films Germany Holding GmbH's shareholding in subsidiaries:					
Huhtamäki Films Germany GmbH & Co. KG	999,000	99.9	EUR 999	EUR 50,254	100.0
Huhtamäki Finance B.V.'s shareholding in subsidiaries:					
Huhtamäki Turkey Gıda Servisi Ambalajı A.S.	6,999,984	100.0	TRY 7,000	EUR 3,127	100.0
Huhtamäki Holdings Pty Limited	63,052,750	100.0	AUD 86,202	EUR 11,987	100.0
Huhtamäki (NZ) Holdings Limited	13,920,000	100.0	NZD 12,223	EUR 2,637	100.0
Huhtamäki Holdings France SNC	2,523,290	100.0	EUR 38,480	EUR 38,739	100.0
Huhtamäki Anglo Holding	1,000	100.0	GBP -	EUR 225,416	100.0
Huhtamäki Finance Limited	10,000	100.0	GBP 10	EUR 12	100.0
Huhtamäki Hong Kong Limited	13,831,402	100.0	HKD 13,831	EUR 21,336	100.0
Huhtamäki Finance B.V.Y. Cia, Sociedadia Colectiva	-	100.0	EUR 24,604	EUR 24,601	100.0
Huhtamäki (Norway) Holdings A/S	28,459	100.0	NOK 28,459	EUR 3,470	100.0
Huhtamäki Sweden AB	1,500	100.0	SEK 1,500	EUR 2,401	100.0
Huhtamäki Finance Company I B.V.	200	100.0	EUR 20	EUR 309,982	100.0
Huhtamäki Brazil Investments II B.V.	180	100.0	EUR 18	EUR 19	100.0
Huhtamäki Egypt L.L.C.	6,000	75.0	EGP 6,000	EUR 2,593	75.0
Huhtamäki South Africa (Pty) Ltd	167,662	100.0	ZAR 335	EUR 8,211	100.0
Huhtamäki S.p.A	10,410,400	100.0	EUR 10,410	EUR 47,836	100.0
Huhtamäki Flexibles Italy S.r.l.	1	100.0	EUR 1,000	EUR 2,010	100.0
Huhtamäki Singapore Pte. Ltd	28,000,000	100.0	SGD 28,000	EUR 11,977	100.0
Huhtamäki (Vietnam) Limited	-	100.0	USD 25,097	EUR 19,797	100.0
Huhtamäki Holdings Pty Limited's shareholding in subsidiaries:					
Huhtamäki Australia Pty Limited	9,241,702	100.0	AUD 9,242	AUD 9,242	100.0
Huhtamäki (NZ) Holdings Limited's shareholding in subsidiaries:					
Huhtamäki Henderson Limited	195,211	99.8	NZD 390	NZD 28,493	100.0
Huhtamäki Holdings France SNC's shareholding in subsidiaries:					
Huhtamäki Participations France SNC	70,612,842	100.0	EUR 70,613	EUR 70,613	100.0
Huhtamäki Participations France SNC's shareholding in subsidiaries:					
Huhtamäki Foodservice France S.A.S.	25,869	100.0	EUR 962	EUR 2,607	100.0
Huhtamäki La Rochelle S.A.S.	2,500	100.0	EUR 3,825	EUR 33,243	100.0



Name	Number of shares	Size of holding, %		Nominal value		Book value	Group holding, %
Huhtamaki Finance B.V.Y. Cia, Sociadada Collectiva's shareholding in subsidiaries:							
Huhtamaki Spain S.L.	774,247	100.0	EUR	23,267	EUR	24,000	100.0
Huhtamaki Anglo Holding's shareholding in subsidiaries:							
Huhtamaki Limited	145,460,909	100.0	GBP	145,461	GBP	180,533	100.0
Huhtamaki Limited's shareholding in subsidiaries:							
Huhtamaki (UK) Limited	63,769,695	100.0	GBP	63,770	GBP	25,513	100.0
Huhtamaki (Lurgan) Limited	3,103,999	100.0	GBP	1,568	GBP	4,937	100.0
Huhtamaki (Lurgan) Limited's shareholding in subsidiaries:							
Huhtamaki (Lisburn) Limited	105,000	100.0	GBP	105	GBP	133	100.0
Huhtamaki Finance Limited's shareholding in subsidiaries:							
Josco (Holdings) Limited	30,000,000	100.0	HKD	30,000	GBP	38,721	100.0
Josco (Holdings) Limited's shareholding in subsidiaries:							
Joseph Wong & Company (H.K.) Limited	60,000	100.0	HKD	60,000	HKD	30,000	100.0
Josco Inflight Limited	10,000	100.0	HKD	10	HKD	10	100.0
GreenGood Eco-Tech Co. Limited	23,500,000	100.0	HKD	23,500	HKD	20,030	100.0
Dixie Cup (Hong Kong) Limited	2,160,000	54.0	HKD	2,160	HKD	2,160	54.0
Guangdong Josco Disposable Product Limited	-	100.0	USD	26,600	HKD	212,553	100.0
GreenGood Eco-Tech Limited's shareholding in subsidiaries:							
Shandong GreenGood Eco-Tech Co. Limited	-	86.8	CNY	26,399	HKD	30,045	86.8
Huhtamaki Hong Kong Limited's shareholding in subsidiaries:							
Huhtamaki (Tianjin) Limited	-	100.0	CNY	128,124	HKD	127,952	100.0
Huhtamaki (Guangzhou) Limited	-	100.0	USD	30,000	HKD	233,198	100.0
Huhtamaki (Norway) Holdings A/S's shareholding in subsidiaries:							
Huhtamaki Norway A/S	950	100.0	NOK	950	NOK	106,412	100.0
Huhtamaki Finance Company I B.V.'s shareholding in subsidiaries:							
Huhtamaki Foodservice Poland Sp. z o.o.	6,153	100.0	EUR	3,077	EUR	796	100.0
Huhtamaki Consorcio Mexicana S.A. de C.V.	45,902,970	92.0	MXN	45,903	EUR	3,911	100.0
Huhtamaki Ceská republika, a.s.	3	100.0	CZK	111,215	EUR	5,389	100.0
Huhtavefa B.V.	180	100.0	EUR	18	EUR	22,890	100.0
Huhtamaki Beheer V B.V.	182	100.0	EUR	18	EUR	264,512	100.0
Huhtamaki Beheer XI B.V.	182	100.0	EUR	18	EUR	23,759	100.0
Huhtamaki Nederland B.V.	10,000	100.0	EUR	4,530	EUR	-	100.0
Huhtamaki Paper Recycling B.V.	1,350	100.0	EUR	61	EUR	-	100.0
Huhtamaki Molded Fiber Technology B.V.	200	100.0	EUR	91	EUR	-	100.0
Huhtamaki New Zealand Limited	62,737,306	100.0	NZD	33,737	EUR	37,675	100.0
Huhtamaki (Thailand) Limited	999,998	100.0	THB	100,000	EUR	7,885	100.0
Huhtamaki Films (Thailand) Limited	1,199,998	100.0	THB	120,000	EUR	2,915	100.0
Huhtamaki Paper Recycling B.V.'s shareholding in subsidiaries:							
LeoCzech spol s.r.o	-	90.0	CZK	270	EUR	306	100.0
Huhtamaki Brazil Investments II B.V.'s shareholding in subsidiaries:							
Huhtamaki Brasil Filmes Servicos de Consultoria Ltda	9,999,999	100.0	BRL	10,000	EUR	4,214	100.0
Huhtamaki Brasil Filmes Servicos de Consultoria Ltda's shareholding in subsidiaries:							
Huhtamaki Filmes Brasil Ltda	24,599,999	100.0	BRL	24,600	BRL	25,459	100.0
Huhtamaki Consorcio Mexicana S.A. de C.V.'s shareholding in subsidiaries:							
Huhtamaki Mexicana S.A. de C.V.	45,630,316	100.0	MXN	45,630	MXN	45,630	100.0
Huhtavefa B.V.'s shareholding in subsidiaries:							
The Paper Products Limited	38,095,166	60.8	INR	76,190	EUR	27,189	60.8



Name	Number of shares	Size of holding, %	Nominal value		Book value	Group holding, %
The Paper Products Limited's shareholding in subsidiaries:						
Webtech Labels Private Limited	10,404	51.0	INR	1,040	INR	376,738 31.0
Huhtamaki Beheer V B.V.'s shareholding in subsidiaries:						
Huhtamaki Americas, Inc.	100	100.0	USD	-	EUR	263,828 100.0
Huhtamaki Americas, Inc.'s shareholding in subsidiaries:						
Huhtamaki, Inc.	1,000	100.0	USD	1	USD	684,073 100.0
Huhtamaki Films, Inc.	100	100.0	USD	-	USD	79,875 100.0
Huhtamaki Beheer XI B.V.'s shareholding in subsidiaries:						
Huhtamaki Brazil Investments B.V.	200	100.0	EUR	20	EUR	58,610 100.0
Huhtamaki Brazil Investments B.V.'s shareholding in subsidiaries:						
Huhtamaki do Brasil Ltda	7,635,699	100.0	BRL	7,636	EUR	2 100.0
Partner Polarcup Oy's shareholding in subsidiaries:						
OOO Huhtamaki S.N.G.	162,410,860	95.0	RUB	162,411	EUR	16,563 100.0

The following German subsidiaries are exempt from the duty of corporations to audit and disclose financial statements pursuant to German legislation (Sec. 264b HGB):

- Huhtamaki Films Germany GmbH & Co. KG
- Huhtamaki Flexible Packaging Germany GmbH & Co. KG
- Huhtamaki Foodservice Germany GmbH & Co. KG
- Huhtamaki Real Estate Holding B.V. & Co. KG

