# 504784116 02/20/2018

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1 Stylesheet Version v1.2 EPAS ID: PAT4830847

SUBMISSION TYPE: NATURE OF CONVEYANCE:		ſ	NEW ASSIGNMENT ASSIGNMENT			
CONVEYING PARTY DA	٩TA					
		1	Name		Execution Date	
FRANK R. LAMAR					02/19/2018	
TOM LAKE					02/19/2018	
LANDON COATS				02/19/2018		
KENNETH J. WILSON					02/22/2016	
RECEIVING PARTY DA	TA					
Name:	HYBRIDGE DENTAL LAB, LLC					
Street Address:	111 HU	111 HUMBOLT ST., #4				
City:	ROCHE	ESTEF	3			
State/Country:	NEW Y	NEW YORK				
Postal Code:	14609					
Application Number: Application Number:		62377577 15681361				
Application Number:		15681361				
Application Number:		15681	501			
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CORRESPONDENCE D Fax Number:	ΑΤΑ	(585)8	399-3973			
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PATENT APPLICATION 62/377,577 Attorney Reference 1228 004 201 0202 PATENT APPLICATION 15/681,361 Attorney Reference 1228 004 301 0202

 First Named Applicant:
 Frank R. LaMar

 Patent Application Number:
 62/377,577

 Date Filed:
 August 20, 2016

 Title:
 DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES

 First Named Applicant:
 Frank R. LaMar

 Patent Application Number:
 15/681,361

 Date Filed:
 August 19, 2017

 Title:
 DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES

#### ASSIGNMENT

WHEREAS, Frank R. LaMar, 41 Sunrise Park, Pittsford, NY 14534, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 20, 2016, and accorded serial number 62/377,577, and

WHEREAS, Frank R. LaMar, 41 Sunrise Park, Pittsford, NY 14534, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 19, 2017, and accorded serial number 15/681,361, and

WHEREAS, Hybridge Dental Lab, LLC 111 Humbolt St., #4, Rochester, NY 14609, is desirous of obtaining the entire right, title and interest in, to and under the said improvements and the said application;

NOW THEREFORE, in consideration of the sum of One Dollar (\$1.00) in hand paid, and other good and valuable consideration, the receipt of which is hereby acknowledged, the said

#### Frank R. LaMar

has sold, assigned, transferred and set over, and by these presents does hereby sell, assign, transfer and set over, unto the said

#### Hybridge Dental Lab, LLC

Its successors, legal representatives and assigns, the entire right, title and interest in, to and under the said improvements, and the said applications and all utility applications and divisions, renewals and continuations thereof, and all Letters Patent of the United States which may be granted thereon and all reissues and extensions thereof, and all applications for Letters Patent which may be granted to read improvements in any country or countries foreign to the United States, and all extensions, renewals and continuations thereof, and to the United States, and all Letters Patent which may be granted for said improvements in any country or countries foreign to the United States and all extensions, renewals and reissues thereof; requests the U.S. Commissioner of Patents to issue all U.S. Letters Patent granted thereon to **Hybridge Dental Lab**, LLC; agrees that **Hybridge Dental Lab**, LLC may apply for and receive all foreign Letters Patent thereon; and agrees to execute all papers and take all actions necessary or desirable in connection therewith requested by **Hybridge Dental Lab**, LLC.

IN TESTIMONY WHEREOF, I hereunto set my hand and seal this

day o Frank R. LaM

STATE OF NEW YORK

COUNTY OF Montoe ss .:

On this <u>19</u><sup>th</sup> day of <u>February</u>, 20 <u>18</u>, before me, the undersigned, personally appeared **Frank R. LaMar**, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is (are) subscribed to the foregoing instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted, executed the instrument.

Kathlun Batonet

KATHLEEN BARONE Notary Putric, State of New York No. 01KE6036346 Qualified in Monroe County Commission Expires Jan. 24, 20,24

> PATENT REEL: 044974 FRAME: 0239

PATENT APPLICATION 62/377,577 Attorney Reference 1228 004 201 0202 PATENT APPLICATION 15/681,361 Attorney Reference 1228 004 301 0202

 First Named Applicant:
 Frank R. LaMar

 Patent Application Number:
 62/377,577

 Date Filed:
 August 20, 2016

 Title:
 DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES

First Named Applicant: Frank R. LaMar Patent Application Number: 15/681,361 Date Filed: August 19, 2017 Title: DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES

#### ASSIGNMENT

WHEREAS, Tom Lake, 1600 East Avenue, #310, Rochester, NY 14610, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 20, 2016, and accorded serial number 62/377,577, and

WHEREAS, Tom Lake, 1600 East Avenue, #310, Rochester, NY 14610, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 19, 2017, and accorded serial number 15/681,361, and

WHEREAS, Hybridge Dental Lab, LLC, 1950 South Clinton Ave, Rochester, NY 14618, is desirous of obtaining the entire right, title and interest in, to and under the said improvements and the said application;

NOW THEREFORE, in consideration of the sum of One Dollar (\$1.00) in hand paid, and other good and valuable consideration, the receipt of which is hereby acknowledged, the said

#### Tom Lake

has sold, assigned, transferred and set over, and by these presents does hereby sell, assign, transfer and set over, unto the said

#### Hybridge Dental Lab, LLC

its successors, legal representatives and assigns, the entire right, title and interest in, to and under the said improvements, and the said applications and all utility applications and divisions, renewals and continuations thereof, and all Letters Patent of the United States which may be granted thereon and all reissues and extensions thereof, and all applications for Letters Patent which may hereafter be filed for said improvements in any country or countries foreign to the United States and all extensions, renewals and reissues thereof; requests the U.S. Commissioner of Patents to issue all U.S. Letters Patent granted thereon to Hybridge Dental Lab, LLC; agrees that Hybridge Dental Lab, LLC may apply for and receive all foreign Letters Patent thereon; and agrees to execute all papers and take all actions necessary or desirable in connection therewith requested by Hybridge Dental Lab, LLC.

IN TESTIMONY WHEREOF, I hereunto set my hand and seal this 19 day of FEBRUARY, 2018.

om Lake

STATE OF NEW YORK

COUNTY OF Monroe ss .:

On this <u>19</u> day of <u>February</u>, 2018, before me, the undersigned, personally appeared **Tom** Lake, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is (are) subscribed to the foregoing instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted, executed the instrument.

Kathlun Barone Notary/Public

KATHLEEN BARONE Notary Füblic, State of New Yerk No. 01KE6036346 Qualified in Monroe County Commission Expires Jan. 24, 20<u>2</u>/

> PATENT REEL: 044974 FRAME: 0240

PATENT APPLICATION 62/377,577 Attorney Reference 1228 004 201 0202 PATENT APPLICATION 15/681,361 Attorney Reference 1228 004 301 0202

First Named Applicant: Frank R. LaMar Patent Application Number: 62/377,577 Date Filed: August 20, 2016 Title: DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES

 First Named Applicant:
 Frank R. LaMar

 Patent Application Number:
 15/681,361

 Date Filed:
 August 19, 2017

 Title:
 DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES

#### ASSIGNMENT

WHEREAS, Landon Coats, 6422 Route 96, Victor, NY 14564, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 20, 2016, and accorded serial number 62/377,577, and

WHEREAS, Landon Coats, 6422 Route 96, Victor, NY 14564, has invented certain new and useful improvements in DIGITAL FULL ARCH METHOD FOR IMMEDIATE DEFINITIVE DENTAL PROSTHESES, for which an application for Letters Patent of the United States was filed on August 19, 2017, and accorded serial number 15/681,361, and

WHEREAS, Hybridge Dental Lab, LLC, 1950 South Clinton Ave, Rochester, NY 14618, is desirous of obtaining the entire right, title and interest in, to and under the said improvements and the said application;

NOW THEREFORE, in consideration of the sum of One Dollar (\$1.00) in hand paid, and other good and valuable consideration, the receipt of which is hereby acknowledged, the said

#### Landon Coats

has sold, assigned, transferred and set over, and by these presents does hereby sell, assign, transfer and set over, unto the said

#### Hybridge Dental Lab, LLC

its successors, legal representatives and assigns, the entire right, title and interest in, to and under the said improvements, and the said applications and all utility applications and divisions, renewals and continuations thereof, and all Letters Patent of the United States which may be granted thereon and all reissues and extensions thereof, and all applications for Letters Patent which may be granted thereon and all reissues and extensions thereof, foreign to the United States and all Letters Patent which may be granted for said improvements in any country or countries foreign to the United States and all extensions, renewals and reissues thereof; requests the U.S. Commissioner of Patents to issue all U.S. Letters Patent granted thereon to Hybridge Dental Lab, LLC; agrees that Hybridge Dental Lab, LLC may apply for and receive all foreign Letters Patent thereon; and agrees to execute all papers and take all actions necessary or desirable in connection therewith requested by Hybridge Dental Lab, LLC.

IN TESTIMONY WHEREOF, I hereunto set my hand and seal this <u>19</u><sup>th</sup> day of <u>February</u>, 20<u>18</u>.

On this <u>19</u> day of <u>February</u>, 2018', before me, the undersigned, personally appeared Landon Coats, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is (are) subscribed to the foregoing instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted, executed the instrument

Notary Public Kallun Barone

KATHLEEN BARONE Notary Public, State of New York No. 01KE6036346 Qualified in Monroe County Commission Expires Jan. 24, 2024

> PATENT REEL: 044974 FRAME: 0241

# HYBRIDGE DENTAL LAB, LLC

# **EMPLOYEE AGREEMENT**

The following Agreement confirms certain terms of my employment with Hybridge Dental Lab, LLC, "the <u>Company</u>"), which is a material part of the consideration for my employment by the Company and the compensation received by me from the Company from time to time.

WHEREAS, Hybridge LLC is engaged in the business of licensing dental professionals to use specified protocols and other proprietary specifications, know-how, techniques, process, methods and information to provide their patients with a Hybridge trademarked combination fixed, hybrid bridge and dental implant system; and

WHEREAS, the Company has been licensed by Hybridge LLC to fabricate dental bridges and perform other dental laboratory work required for the Hybridge business and to engage in the business of sublicensing dental laboratories to do the same for other Hybridge certified dental professionals in consideration for license fees to be paid to the Company;.

NOW THEREFORE, I hereby agree in favor of the Company as follows:

# A. Definitions

A,

1. <u>"Company"</u>

As used in this Agreement, the "<u>Company</u>" refers to Hybridge Dental Lab, LLC and each of its subsidiaries or affiliated companies, including Hybridge, LLC, Hybridge Implant, LLC and Hybridge Network, LLC I recognize and agree that my obligations under this Agreement and all terms of this Agreement apply to me regardless of whether I am employed by or work for any subsidiary or affiliated company of Hybridge Dental Lab, LLC. Furthermore, I understand and agree that the terms of this Agreement will continue to apply to me even if I transfer at some time from one subsidiary or affiliate of the Company to another.

2. <u>"Hybridge"</u>

As used in this Agreement, "<u>Hybridge</u>" means a fixed hybrid bridge and dental implant system.

# 3. "Proprietary Information"

I understand that the Company possesses and will possess Proprietary Information which is important to its business. For purposes of this Agreement, "Proprietary Information" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business. "Proprietary Information" includes, but is not limited to information about all technology, know-how, trade secrets, technical data, clinical data, protocols, specifications, manufacturing or production methods, processes or techniques, and related information or experience that is useful in the manufacture, production, use, sale or distribution of the Hybridge or any components thereof and all improvements, enhancements or modifications thereto of other products of the Company together with all financial information, pricing information, business plans, trade secrets, Customer (defined below) and vendor names, addresses, contacts and information (including, without limitation, terms of the relationship), marketing plans or proposals, personnel information of the Company (including compensation and benefits), no matter the medium and whether observed or obtained by Employee during Employee's employment with the Company or at any other time covered by this Agreement, and other information concerning the Company's actual or anticipated business, research or development, or which is received in confidence by or for the Company from any other person.

I understand that my employment creates a relationship of confidence and trust between the Company and me with respect to Proprietary Information.

## 4. "Company Documents and Materials"

I understand that the Company possesses or will possess "<u>Company Documents</u> and <u>Materials</u>" which are important to its business. For purposes of this Agreement, "Company Documents and Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents, media or items have been prepared by me or by others.

"<u>Company Documents and Materials</u>" include, but are not limited to, manuals, instructions, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, sample products, prototypes and models.

# 5. <u>"Customer".</u>

A,

For purposes of this Agreement, the term "*Customer*" shall mean anyone who is or was prior to my termination of employment with the Company (i) a dental professional who has been licensed to be a Hybridge certified dental professional or anyone else to whom the Company has sold products to or provided services or (ii) a dental laboratory that is a licensee of the Company..

# B. Assignment of Rights

All Proprietary Information and all patents, patent rights, copyrights, trade secret rights, trademark rights and other rights (including, without limitation, intellectual property rights) anywhere in the world in connection therewith is and shall be the sole property of the Company. I hereby assign to the Company any and all rights, title and interest I may have or acquire in such Proprietary Information.

At all times, both during my employment by the Company and after its termination, I will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of the President of the Company, except as may be necessary in the ordinary course of performing my duties to the Company.

# C. Maintenance and Return of Company Documents and Materials

I agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement. All Company Documents and Materials are and shall be the sole property of the Company.

I agree that during my employment by the Company, I will not remove any Company Documents and Materials from the business premises of the Company or deliver any Company Documents and Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon the termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I will return all Company Documents and Materials, apparatus, equipment and other physical property, or any reproduction of such property, excepting only (i) my personal copies of records relating to my compensation; (ii) my personal copies of any materials previously distributed generally to stockholders of the Company; and (iii) my copy of this Agreement.

# D. Disclosure of Inventions to the Company

I will promptly disclose in writing to my immediate supervisor or to such other person designated by the Company all "Inventions," which includes, without limitation, all products, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-how and data, whether or not patentable, made or discovered or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment.

I will also disclose to the President of the Company all Inventions made, discovered, conceived, reduced to practice, or developed by me within six (6) months after the termination of my employment with the Company which resulted, in whole or in part, from my prior employment by the Company. Such disclosures shall be received by the Company in confidence (to the extent such Inventions are not assigned to the Company pursuant to Section (E) below) and do not extend the assignment made in Section (E) below.

# E. <u>Right to New Ideas</u>

A,

# 1. Assignment of Inventions to the Company

I agree that all Inventions which I make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment shall be the sole property of the Company.

# 2. Works Made for Hire

The Company shall be the sole owner of all patents, patent rights, copyrights, trade secret rights, trademark rights and all other intellectual property or other rights in connection with Inventions. I further acknowledge and agree that such Inventions, including, without limitation, any computer programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the Company's rights under copyright laws. I hereby assign to the Company any and all rights, title and interest I may have or acquire in such Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process or machine a prior Invention owned by me or in which I have interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, sublicensable, worldwide license to make, have made, modify, use, market, sell and distribute such prior Invention as part of or in connection with such product, process or machine.

# 3. Cooperation

A,

I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in further evidencing and perfecting the assignments made to the Company under this Agreement and in obtaining, maintaining, defending and enforcing patents, patent rights, copyrights, trademark rights, trade secret rights or any other rights in connection with such Inventions and improvements thereto in any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorney-in-fact to act for and on my behalf and instead of me, to execute and file any documents, applications or related findings and to do all other lawfully permitted acts to further the purposes set forth above in this Subsection 3, including, without limitation, the perfection of assignment and the prosecution and issuance of patents, patent applications, copyright applications and registrations, trademark applications and registrations or other rights in connection with such Inventions and improvements thereto with the same legal force and effect as if executed by me.

# 4. Assignment or Waiver of Moral Rights

Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by the laws in the various countries where Moral Rights exist, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent.

# F. Non-Solicitation of Company Employees

During the term of my employment and for three (3) years thereafter, I will not (i) solicit, induce, encourage, engage or attempt to solicit, induce, encourage or engage any employee or

independent contractor of the Company to leave the Company's employment or engagement for any reason or to accept employment or engagement with any other entity; or (ii) solicit, divert, accept business from, or perform services for, any Customer for the provision of products and/or services that are the same or similar to those sold or provided by the Company or the Company's licensees. As part of this restriction, I will not interview or provide any input to any third party regarding any such person during the period in question. However, this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel.

# G. Company Authorization for Publication

Prior to my submitting or disclosing for possible publication or dissemination outside the Company any material prepared by me that incorporates information that concerns the Company's business or anticipated research, I agree to deliver a copy of such material to the President of the Company for his review. Following such submission, the Company agrees to notify me in writing whether the Company believes such material contains any Proprietary Information or Inventions, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect its Proprietary Information and Inventions. I further agree to obtain the written consent of the Company prior to any review of such material by persons outside the Company.

# H. <u>Duty of Loyalty</u>

٩,

I agree that, during my employment with the Company, I will not provide consulting services to or become an employee of, any other firm or person engaged in a business in any way competitive with the Company or involved in the design, development, marketing, sale or distribution of dental protocols for dental implant systems for similar prosthetic solutions as is met by the Hybridge, without first informing the Company of the existence of such proposed relationship and obtaining the prior written consent of the Company's President.

## I. Former Employer Information

I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others. I have not entered into and I agree I will not enter into any agreement, either written or oral, in conflict herewith or in conflict with my employment with the Company. I further agree to conform to the rules and regulations of the Company.

# J. <u>At-Will Employment</u>

I agree and understand that employment with the Company is "at-will," meaning that it is not for any specified period of time and can be terminated by me or by the Company at any time, with or without advance notice, and for any or no particular reason or cause. I agree and understand that it also means that job duties, title and responsibility and reporting level, compensation and benefits, as well as the Company's personnel policies and procedures, may be changed at any time at-will by the Company. I understand and agree that nothing about the fact or the content of this Agreement is intended to, nor should be construed to, alter the at-will nature of my employment with the Company.

I understand and agree that this Agreement is the complete agreement between the Company and me regarding the nature of my employment with the Company. I also understand and agree that the at-will nature of employment with the Company can only be changed by the Company President in an express writing signed and dated by him or her and by me.

## K. Severability

A,

I agree that if one or more provisions of this Agreement are held to be unenforceable under applicable law, such provisions shall be excluded from this Agreement and the balance of the Agreement shall be interpreted as if such provision were so excluded and shall be enforceable in accordance with its terms.

## L. Authorization to Notify New Employer

I hereby authorize the Company to notify my new employer (whether I am accepting an employee or independent contractor position) about my obligations under this Agreement that apply following the termination of my employment with the Company. Furthermore, I agree that prior to accepting employment with a new employer who is engaged in the dental laboratory business or otherwise makes dental bridges or has a financial or other interest in any such business, I will notify you of the name of, and contact information for the new employer and will provide a copy of this Agreement to the new employer and advise you that I have done so at the time that I provide you with such name and contact information.

## M. Entire Agreement

This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. I understand and acknowledge that (i) no representation or inducement has been made to me, (ii) I have relied on my own judgment and investigation in accepting my employment with the Company, and (iii) I have not relied on any representation or inducement made by any officer, employee or representative of the Company. No modification of or amendment to this Agreement nor any waiver of any rights under this Agreement will be effective unless in a writing signed by the Company's President and me. I understand and agree that any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

## N. Effective Date

This Agreement shall be effective as of the first day of my employment with the Company and shall be binding upon me, my heirs, executor, assigns and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.

#### O. Governing Law

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I understand and agree that this Agreement shall be interpreted and enforced in accordance with the internal laws of the State of New York without reference to conflict principles. I hereby consent to the exclusive jurisdiction and venue of all Courts located in Monroe County, New York for any litigation involving me and the Company and agree not to commence litigation in any other jurisdiction.

I HAVE READ THIS AGREEMENT CAREFULLY. I HAVE HAD THE OPPORTUNITY TO HAVE MY OWN LEGAL COUNSEL TO REVIEW THIS AGREEMENT AND ADVISE ME OF ITS LEGAL EFFECT OR I HAVE DECLINED TO DO SO. IN ANY EVENT, I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH THIS AGREEMENT UPON WITHOUT **RESERVATION.** NO PROMISES OR IMPOSES ME REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

A Date: 2/22/2016

<sup>4</sup> Employee Signature

\* Kenneth J Wilson

Employee Name (Please Print)