

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
Stylesheet Version v1.2

EPAS ID: PAT5162826

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	EMPLOYMENT AGREEMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
GUY FEASEY	04/21/2011
IAIN COOK	08/03/2010
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	WEATHERFORD INTERNATIONAL, INC.
<b>Street Address:</b>	515 POST OAK BLVD
<b>City:</b>	HOUSTON
<b>State/Country:</b>	TEXAS
<b>Postal Code:</b>	77056
<b>PROPERTY NUMBERS Total: 2</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	62059552
<b>Application Number:</b>	14874613
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	
<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>	
<b>Phone:</b>	7132286601
<b>Email:</b>	acollins@blankrome.com, houstonpatents@blankrome.com
<b>Correspondent Name:</b>	BLANK ROME, LLP
<b>Address Line 1:</b>	717 TEXAS AVENUE, SUITE 1400
<b>Address Line 4:</b>	HOUSTON, TEXAS 77002
<b>ATTORNEY DOCKET NUMBER:</b>	205-0544US
<b>NAME OF SUBMITTER:</b>	SEAN MCDERMOTT
<b>SIGNATURE:</b>	/Sean McDermott/
<b>DATE SIGNED:</b>	09/27/2018
<b>Total Attachments: 4</b>	
source=205-0544US_Employment_Agmt_Guy_Feasey#page1.tif	
source=205-0544US_Employment_Agmt_Guy_Feasey#page2.tif	
source=205-0544US_Employment_Agmt_Iain_Cook#page1.tif	
source=205-0544US_Employment_Agmt_Iain_Cook#page2.tif	



AGREEMENT REGARDING EMPLOYMENT

AGREEMENT made this 21 day of April, 2011, between Weatherford International, Inc. or its subsidiary, having a principle place of business at 515 POST OAK BLVD (address), HOUSTON TX (state/province), hereinafter referred to collectively as the Employer; and, GUY REASEY hereinafter referred to as the Employee.

WHEREAS, Employer and Employee acknowledge that in the course of Employee's performance of his/her duties of employment with Employer, Employee will be engaged in activities on behalf of Employer that may result in the development, invention, or discovery of new and useful processes, machines, or manufacturing techniques or new and useful improvements thereof, and

WHEREAS, Employer and Employee recognize and acknowledge that during the course of Employee's performance of his/her duties of employment with Employer, Employee will be exposed to and have access to trade secrets of Employer including without limitation formulas, patterns, devices, or compilations of information which are used in Employer's business and which give the Employer an advantage over competition which Employer desires to keep secret and confidential, and

WHEREAS, Employer has agreed to employ Employee, and Employee has accepted such employment, and Employer and Employee agree that the terms and conditions set forth herein shall be applicable during such term as Employee is employed by Employer as follows:

I. INVENTIONS AND PATENTS

Employee agrees that he/she will promptly from time to time fully inform or disclose to the Employer all inventions, designs, improvements, and discoveries which he/she now has or may hereafter have during the term of his/her employment which pertain or relate to the business of the Employer or to any experimental work carried on by the Employer, whether conceived by the Employee alone or with others and whether or not conceived during regular working hours. All such inventions, designs, improvements, and discoveries shall be the exclusive property of the Employer. The Employee shall assist the Employer to obtain patents on all such inventions, designs, improvements, and discoveries deemed patentable by the Employer and shall execute all documents and do all things necessary to obtain letter of patent, vest the Employer with full and exclusive title thereto, and protect the same against infringement by others.

II. TRADE SECRETS

Employee, during his/her employment with Employer, will have access to and become familiar with various trade secrets consisting of formulas, patterns, devices, secret inventions, processes, and compilations of information, records, specifications, which are owned by the Employer and which are regularly used in the operation of the business of the Employer. The employee shall not disclose any of the aforesaid trade secrets, directly or indirectly, or use them in any way, either during the term of his/her employment or at any time thereafter, except as required in the course of his/her employment by Employer. All files, records, documents, drawings, specifications, equipment, and similar items related to the business of the Employer, whether prepared by the Employee or otherwise coming into his/her possession, shall remain the exclusive property of the Employer and shall not be removed from the premises of the Employer under any circumstances whatsoever without the prior written consent of the Employer.

III. NON COMPETITION BY EMPLOYEE

During his/her employment with Employer, Employee shall not, directly or indirectly, either as an employee, employer, consultant, agent, principal, partner, stockholder, corporate officer, director, or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of the Employer.

IV. PRIOR TECHNOLOGY

If Employee has stated that certain technologies were developed and owned by Employee, prior to employment by the Employer, independent of any previous employers, but that Employee has these licensed to others from whom a fee is received, such an ongoing arrangement is not acceptable to Employer. To alleviate this situation, as a condition of employment, Employee agrees to the following:

A. Employee agrees within six (6) months from the date of the start of his/her employment to divest himself/herself of any prior technology licensed to another company by either (a) terminating the license or (b) selling the licensed technology for a lump sum. In all cases, Employee agrees not to have an on-going economic interest in the use of his/her technology by a third party. Employee agrees to use all his/her best efforts to accomplish this by the end of this six (6) month period. If Employee has not done so, he/she will be subject to dismissal at Employer's sole discretion. In addition, Employee agrees to give three (3) month update advising Employer on the status of these technologies.

B. As to any part or aspects of Employee's prior technology, Employee agrees to first offer that technology as soon as possible to Employer in the form of a license. If Employer chooses to take such license, then Employer will enter into arms-length, good faith negotiations with Employee, with the intent of finalizing a license agreement with Employee within three (3) months after the date of employment. In the event that Weatherford does not choose to license any part or aspect of Employee's prior technology or if Employer and Employee cannot agree on all terms for a license as to Employee's prior technology, then Employee will be permitted as an individual, but not acting as a Weatherford employee or agent, to approach third parties to purchase or license Employee's prior technology for a single lump sum payment. As in the preceding paragraph A, the end result will be that Employee will not have an on-going economic interest in the use of Employee's technology by a third party. Employee agrees that Employee will use his/her best efforts to accomplish this goal. However, if at the end of the six (6) months Employee has not finalized the sale or a license agreement either to Weatherford or a third party, as the case may be, then Employee shall not offer such prior technology for use, license or sale to a third party as long as Employee is a Weatherford employee. If Employee does so, then he/she will be subject to dismissal at Weatherford's sole discretion.

Executed at WEATHERFORD INT LTD, HOUSTON, TX, on the 21 day of April, 2011.  
Business Name State

WEATHERFORD INTERNATIONAL, INC.

By: \_\_\_\_\_

WITNESS

Candice Sullivan

EMPLOYEE

[Signature]

## AGREEMENT REGARDING EMPLOYMENT

AGREEMENT made this 2 day of August, 2010, between Weatherford International, Inc. or its subsidiary, having a principle place of business at Weatherford Intl. - JFK (address), Texas (state/province), hereinafter referred to collectively as the Employer, and, JAN COOK, hereinafter referred to as the Employee.

WHEREAS, Employer and Employee acknowledge that in the course of Employee's performance of his/her duties of employment with Employer, Employee will be engaged in activities on behalf of Employer that may result in the development, invention, or discovery of new and useful processes, machines, or manufacturing techniques or new and useful improvements thereof, and

WHEREAS, Employer and Employee recognize and acknowledge that during the course of Employee's performance of his/her duties or employment with Employer, Employee will be exposed to and have access to trade secrets of Employer including without limitation formulas, patterns, devices, or compilations of information which are used in Employer's business and which give the Employer an advantage over competition which Employer desires to keep secret and confidential, and

WHEREAS, Employer has agreed to employ Employee, and Employee has accepted such employment, and Employer and Employee agree that the terms and conditions set forth herein shall be applicable during such term as Employee is employed by Employer as follows:

### I. INVENTIONS AND PATENTS

Employee agrees that he/she will promptly from time to time fully inform or disclose to the Employer all inventions, designs, improvements, and discoveries which he/she now has or may hereafter have during the term of his/her employment which pertain or relate to the business of the Employer or to any experimental work carried on by the Employer, whether conceived by the Employee alone or with others and whether or not conceived during regular working hours. All such inventions, designs, improvements, and discoveries shall be the exclusive property of the Employer. The Employee shall assist the Employer to obtain patents on all such inventions, designs, improvements, and discoveries deemed patentable by the Employer and shall execute all documents and do all things necessary to obtain letter of patent, vest the Employer with full and exclusive title thereto, and protect the same against infringement by others.

### II. TRADE SECRETS

Employee, during his/her employment with Employer, will have access to and become familiar with various trade secrets consisting of formulas, patterns, devices, secret inventions, processes, and compilations of information, records, specifications, which are owned by the Employer and for which are regularly used in the operation of the business of the Employer. The employee shall not disclose any of the aforesaid trade secrets, directly or indirectly, or use them in any way, either during the term of his/her employment or at any time thereafter, except as required in the course of his/her employment by Employer. All files, records, documents, drawings, specifications, equipment, and similar items related to the business of the Employer, whether prepared by the Employee or otherwise coming into his/her possession, shall remain the exclusive property of the Employer and shall not be removed from the premises of the Employer under any circumstances whatsoever without the prior written consent of the Employer.

### III. NON COMPETITION BY EMPLOYEE

During his/her employment with Employer, Employee shall not, directly or indirectly, either as an employee, employer, consultant, agent, principal, partner, stockholder, corporate officer, director, or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of the Employer.

### IV. PRIOR TECHNOLOGY

If Employee has stated that certain technologies were developed and owned by Employee, independent of any previous employers, but that Employee has these licensed to others from whom a fee is received, such an ongoing arrangement is not acceptable to Employer. To alleviate this situation, as a condition of employment, Employee agrees to the following:

A. Employee agrees within six (6) months from the date of the start of his/her employment to divest himself/herself of any prior technology licensed to another company by either (a) terminating the license or (b) selling the licensed technology for a lump sum. In all cases, Employee agrees not to have an on-going economic interest in the use of his/her technology by a third party. Employee agrees to use all his/her best efforts to accomplish this by the end of this six (6) month period. If Employee has not done so, he/she will be subject to dismissal at Employer's sole discretion. In addition, Employee agrees to give three (3) month update advising Employer on the status of these technologies.

B. As to any part or aspects of Employee's prior technology, Employee agrees to first offer that technology as soon as possible to Employer in the form of a license. If Employer chooses to take such license, then Employer will enter into arms-length, good faith negotiations with Employee, with the intent of finalizing a license agreement with Employee within three (3) months after the date of employment. In the event that Weatherford does not choose to license any part or aspect of Employee's prior technology or if Employer and Employee cannot agree on all terms for a license as to Employee's prior technology, then Employee will be permitted as an individual, but not acting as a Weatherford employee or agent, to approach third parties to purchase or license Employee's prior technology for a single lump sum payment. As in the preceding paragraph A, the end result will be that Employee will not have an on-going economic interest in the use of Employee's technology by a third party. Employee agrees that Employee will use his/her best efforts to accomplish this goal. However, if at the end of the six (6) months Employee has not finalized the sale or a license agreement either to Weatherford or a third party, as the case may be, then Employee shall not offer such prior technology for use, license or sale to a third party as long as Employee is a Weatherford employee. If Employee does so, then he/she will be subject to dismissal at Weatherford's sole discretion.

Executed at Weatherford Intl., Texas, on the 3 day of August, 2012  
Business Name State

WEATHERFORD INTERNATIONAL, INC.

By: [Signature]

EMPLOYEE

8/3/10

WITNESS

[Signature]