

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT5464716

<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>
HAN CHANG PAN	05/09/2014
YU LIN WANG	07/28/2014
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	BASF TAIWAN LTD.
<b>Street Address:</b>	SUNG CHAING ROAD, 104
<b>City:</b>	TAIPEI
<b>State/Country:</b>	TAIWAN
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	16078176
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(703)413-2220
<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>	(703) 413-3000
<b>Email:</b>	ttraub@oblon.com
<b>Correspondent Name:</b>	OBLON, ET AL.
<b>Address Line 1:</b>	1940 DUKE STREET
<b>Address Line 4:</b>	ALEXANDRIA, VIRGINIA 22314
<b>ATTORNEY DOCKET NUMBER:</b>	515870US
<b>NAME OF SUBMITTER:</b>	THOMAS TRAUB
<b>SIGNATURE:</b>	/thomas traub/
<b>DATE SIGNED:</b>	04/09/2019
<b>Total Attachments: 4</b>	
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The Chemical Company

CONFIDENTIAL

## 聘僱契約 Employment Contract

本契約由台灣巴斯夫股份有限公司(以下簡稱甲方),與潘漢昌(以下簡稱乙方)簽定,自民國 103 年 5 月 19 日起生效,試用期為民國 103 年 5 月 19 日至民國 103 年 11 月 18 日止。

Agreement is made between and by BASF Taiwan Ltd. (hereinafter called the Company) and Mr. Pan Han Chang Charles (hereinafter called the Employee) for a six-month probation effective from May 19, 2014 to November 18, 2014.

1. 甲方聘用乙方為甲方工作,擔任電子材料事業處產品開發經理。乙方於為甲方工作期間,甲方同意給付乙方月薪新台幣 155,000 元整;乙方必須自行負擔目前規定或未來可能產生之法定賦稅及費用等;如依法規定甲方將於上述之月薪總額中代為扣除。

The Company hires and employs the Employee in the position of Manager, Product Development of Electronic Materials Business. The Employee shall receive a monthly base salary of NTD155,000. Present and future governmental taxes, fees, etc. are to be borne by the Employee and to be deducted by the Company from said gross salary, if and when required by law.

2. 在職期間,乙方同意全心全力,竭盡所能地執行甲方指定之工作。雙方同意以上薪水已涵蓋乙方因執行公司業務所需於正常上班時間外可能需進行之國內外出差。

The Employee agrees to devote his/her entire time, attention and his/her best energies and abilities to the performance of such duties as assigned to him/her by the Company. Both parties agree that the above-mentioned salary also covers the Employee's performance of such duties that may require the Employee to conduct the Company's business or for the local or foreign business trips beyond the normal business days/hours.

3. 乙方保證於在職期間或離職後,未經甲方同意,不得洩漏於僱用期間所獲取來自甲方、或與甲方相關聯之公司、或甲方員工、或與甲方有商業往來之其他公司行號之機密資訊。機密資訊包括但不僅限於財務資訊、產品資訊、客戶名單及本契約所述條款。

Employee pledges, during the employment period of this Employment Contract or even after the termination of the Employment, not to disclose, without the consent of the Company, any confidential information obtained in the course of this employment about the Company, its associated companies, its employees, or any third party with which the Company does business. Confidential information shall include, but not be limited to, financial information, product information, customer lists, and this term of contract.

4. 若乙方於前一年度9月30日(含)前加入公司,甲方得依據前一年度公司整體營運情形、獲利以及乙方該年度績效考核結果,給予乙方績效獎金。若乙方係於年度中受僱,服務尚未滿一年者,前述績效獎金將按該年度實際工作日數之比例發給。乙方於當年度中間自行離職者不予發放。

For Employee joining Company on or before September 30 of the preceding fiscal year, the Company may provide performance bonus for the preceding fiscal year according to the Company's overall performance, its profitability as well as the Employee's own performance evaluated according to the Performance Management System of the Company. If the Employment does not start from the first day of the year, the performance bonus will be paid pro rata. In case the Employee leaves the Company voluntarily during the fiscal year, no performance bonus shall be paid.

5. 其他甲方告知乙方之工作規則、業務執行規範、價值觀、原則,以及其他所有法律規定乙方對甲方應遵循之法定責任義務,皆屬本契約之一部份,乙方應予遵循;如有違反可能導致甲方終止本契約。

The Working Rules, Code of Conduct and Values and Principles of the Company received by the Employee and all other obligations regulated by laws for an Employee to a Company are part of this Employment Contract, which should be observed by the Employee, and any breach of which may cause the termination of the employment by the Company.

6. 乙方同意甲方因執行業務所需而進行的職務調派,或經雙方同意,員工於巴斯夫集團內之公司外派、輪調之安排。

### BASF Taiwan Limited

16<sup>th</sup> Floor, Empire Building, No. 87, Sung Chiang Road, Taipei 104, Taiwan

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Fax: +886-2-2518-7714

### Kuanyin Site

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### Hsinchu Site

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Fax: +886-49-225-6900

### Tainan Site

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### Kaohsiung Site

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### Agriculture Research Station

No. 6, Lane 9, Dachiou Road, Chiuju, Pingtung 904, Taiwan P.O. Box 24, Chiuju, Pingtung, Taiwan

Tel: +886-8-739-0159

Fax: +886-8-739-1357



PATENT

REEL: 048830 FRAME: 0615



The Chemical Company

Employee agrees also to perform such other duties and job functions as may be instructed by the Company from time to time, and by mutual agreement the Employee may be assigned/transferred from this Company to any other company of BASF Group.

7. 本契約為壹式兩份，甲乙雙方各持壹份為憑。

This Agreement is executed in duplicate, both the Company and the Employee hold one copy.

本契約簽署於中華民國 103 年 5 月 9 日

台灣巴斯夫股份有限公司  
The Company:  
BASF Taiwan Ltd.

員工姓名  
Employee:

蔡士昌

C. L.

總經理  
Managing Director

身分證字號：  
I. D. Card No.:

A121579005





The Chemical Company

CONFIDENTIAL

## 聘僱契約 Employment Contract

本契約由台灣巴斯夫股份有限公司(以下簡稱甲方)，與王昱琳(以下簡稱乙方)簽定，自民國 103 年 9 月 29 日起生效，試用期為民國 103 年 9 月 29 日至民國 103 年 12 月 28 日止。

Agreement is made between and by BASF Taiwan Ltd. (hereinafter called the Company) and Ms. Wang Yu Lin Cynthia (hereinafter called the Employee) with a three-month probation effective from September 29, 2014 to December 28, 2014.

1. 甲方聘用乙方為甲方工作，擔任電子材料事業處產品開發工程師。乙方於為甲方工作期間，甲方同意給付乙方月薪新台幣 43,000 元整；乙方必須自行負擔目前規定或未來可能產生之法定賦稅及費用等；如依法規定甲方將於上述之月薪總額中代為扣除。

The Company hires and employs the Employee in the position of Engineer, Product Development of Electronic Materials Business. The Employee shall receive a monthly base salary of NTD43,000. Present and future governmental taxes, fees, etc. are to be borne by the Employee and to be deducted by the Company from said gross salary, if and when required by law.

2. 在職期間，乙方同意全心全力，竭盡所能地執行甲方指定之工作。雙方同意以上薪水已涵蓋乙方因執行公司業務所需於正常上班時間外可能需進行之國內外出差。

The Employee agrees to devote his/her entire time, attention and his/her best energies and abilities to the performance of such duties as assigned to him/her by the Company. Both parties agree that the above-mentioned salary also covers the Employee's performance of such duties that may require the Employee to conduct the Company's business or for the local or foreign business trips beyond the normal business days/hours.

3. 乙方保證於在職期間或離職後，未經甲方同意，不得洩漏於僱用期間所獲取來自甲方、或與甲方相關聯之公司、或甲方員工、或與甲方有商業往來之其他公司行號之機密資訊。機密資訊包括但不僅限於財務資訊、產品資訊、客戶名單及本契約所述條款。

Employee pledges, during the employment period of this Employment Contract or even after the termination of the Employment, not to disclose, without the consent of the Company, any confidential information obtained in the course of this employment about the Company, its associated companies, its employees, or any third party with which the Company does business. Confidential information shall include, but not be limited to, financial information, product information, customer lists, and this term of contract.

4. 若乙方於前一年度9月30日(含)前加入公司，甲方得依據前一年度公司整體營運情形、獲利以及乙方該年度績效考核結果，給予乙方績效獎金。若乙方係於年度中受僱，服務尚未滿一年者，前述績效獎金將按該年度實際工作日數之比例發給。乙方於當年度中間自行離職者不予發放。

For Employee joining Company on or before September 30 of the preceding fiscal year, the Company may provide performance bonus for the preceding fiscal year according to the Company's overall performance, its profitability as well as the Employee's own performance evaluated according to the Performance Management System of the Company. If the Employment does not start from the first day of the year, the performance bonus will be paid pro rata. In case the Employee leaves the Company voluntarily during the fiscal year, no performance bonus shall be paid.

5. 其他甲方告知乙方之工作規則、業務執行規範、價值觀、原則，以及其他所有法律規定乙方對甲方應遵循之法定責任義務，皆屬本契約之一部份，乙方應予遵循；如有違反可能導致甲方終止本契約。

The Working Rules, Code of Conduct and Values and Principles of the Company received by the Employee and all other obligations regulated by laws for an Employee to a Company are part of this Employment Contract, which should be observed by the Employee, and any breach of which may cause the termination of the employment by the Company.

6. 乙方同意甲方因執行業務所需而進行的職務調派，或經雙方同意，員工於巴斯夫集團內之公司外派、輪調之安排。

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AgSolution Farm (ASF)  
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Taiwan  
Tel: +886-8-739-0159  
Fax: +886-8-739-1357



The Chemical Company

Employee agrees also to perform such other duties and job functions as may be instructed by the Company from time to time, and by mutual agreement the Employee may be assigned/transferred from this Company to any other company of BASF Group.

7. 本契約為壹式兩份，甲乙雙方各持壹份為憑。

This Agreement is executed in duplicate, both the Company and the Employee hold one copy.

本契約簽署於中華民國 103 年 4 月 28 日

台灣巴斯夫股份有限公司  
The Company:  
BASF Taiwan Ltd.

總經理  
Managing Director

員工姓名  
Employee:

身分證字號：

I. D. Card No.:

