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PATENT ASSIGNMENT COVER SHEET

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SUBMISSION TYPE:		NEW ASSIGNMENT	NEW ASSIGNMENT		
NATURE OF CONVEYANCE:		ASSIGNMENT	ASSIGNMENT		
CONVEYING PARTY	DATA				
		Name	Execution Date		
JOHN L THOMAS			07/30/2019		
RECEIVING PARTY I	DATA				
Name:	HAYES	BICYCLE GROUP INC.			
Street Address:	5800 W	. DONGES BAY ROAD			
City:	MEQUO	NC			
State/Country:	wisco	NSIN			
Postal Code:	53092				
PROPERTY NUMBE	DE Totoli 1				
Property Typ		Number			
Application Number		16449441	_		
CORRESPONDENCE	E DATA				
Fax Number: Correspondence will	ll be sent to	the e-mail address first; if that is u ; if that is unsuccessful, it will be s			
Fax Number: <i>Correspondence wil</i> <i>using a fax number,</i>	ll be sent to if provided				
Fax Number: <i>Correspondence will using a fax number,</i> Phone: Email:	ll be sent to if provided	I; if that is unsuccessful, it will be s 7153181210 Walter.Zimmerman@zipsllc.com			
Fax Number: <i>Correspondence will using a fax number,</i> Phone: Email: Correspondent Name	ll be sent to if provided e:	I; if that is unsuccessful, it will be s 7153181210 Walter.Zimmerman@zipsllc.com WALTER E ZIMMERMAN			
Fax Number: <i>Correspondence will</i> <i>using a fax number,</i> Phone: Email: Correspondent Name Address Line 1:	ll be sent to if provided e:	<i>I; if that is unsuccessful, it will be s</i> 7153181210 Walter.Zimmerman@zipsllc.com WALTER E ZIMMERMAN 910 WOODS DRIVE			
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Fax Number: <i>Correspondence will</i> <i>using a fax number,</i> Phone: Email: Correspondent Name Address Line 1: Address Line 2: Address Line 4:	ll be sent to if provided e:	<i>I; if that is unsuccessful, it will be s</i> 7153181210 Walter.Zimmerman@zipsllc.com WALTER E ZIMMERMAN 910 WOODS DRIVE ZIPS LLC			
Fax Number: <i>Correspondence will</i> <i>using a fax number,</i> Phone: Email: Correspondent Name Address Line 1: Address Line 2: Address Line 4:	ll be sent to if provided e: NUMBER:	<i>I; if that is unsuccessful, it will be s</i> 7153181210 Walter.Zimmerman@zipsllc.com WALTER E ZIMMERMAN 910 WOODS DRIVE ZIPS LLC HARTLAND, WISCONSIN 53029			
Fax Number: <i>Correspondence will using a fax number,</i> Phone: Email: Correspondent Name Address Line 1: Address Line 2:	ll be sent to if provided e: NUMBER:	<i>I; if that is unsuccessful, it will be s</i> 7153181210 Walter.Zimmerman@zipsllc.com WALTER E ZIMMERMAN 910 WOODS DRIVE ZIPS LLC HARTLAND, WISCONSIN 53029 3570-2023			

ASSIGNMENT AGREEMENT

		Inventor
John L. THOMAS, 41:	3 Douglas Lane, Cedarburg,	WI 53012 USA

Assignee HAYES BICYCLE GROUP INC., 5800 W. Donges Bay Road, Mequon, WI 53092 USA

Inventions/Patent Rights					
Application/Patent Title	Application/Patent No.	Filing/Issue Date	Docket No.		
BRAKE SYSTEM	U.S. Application No. 62/694,902	07-06-2018	3570-1023		
BRAKE SYSTEM	U.S. Application No. 16/449,441	06-23-2019	3570-2023		

			Agreeme	nt		
inment Agreemer	nt is betwee	n each In	ventor (as	identified),	an individual	(including on
sutore and admini						

This Assign behalf of any heirs, executors and administrators of the Inventor), and Assignee (as identified) (collectively referred to with its affiliates as Assignee).

Inventor has participated with Assignee (including its affiliates) in the conception of one or more inventions (collectively referred to as the Inventions) relating to subject matter which has been disclosed and described in one or more patent applications and/or patents (as identified) (collectively referred to as the Patent Rights). The Inventions and Patent Rights will be collectively referred to as Inventions/Patent Rights. It is the intent of Inventor and Assignee that Assignee be the sole and exclusive owner of the Inventions/Patent Rights and that Assignee will exercise and hold all control over the Inventions/Patent Rights.

For good and valuable consideration, the receipt and sufficiency of which are acknowledged by Inventor, and in confirmation of an obligation to Assignee:

(1) Inventor agrees to assign and transfer and hereby does assign and transfer to Assignee the entire right, title and interest of Inventor in and to the Inventions/Patent Rights, including but not limited to ownership of (a) the Inventions including but not limited to all inventions comprised in the listed patent applications and/or patents; (b) the Patent Rights including but not limited to all listed patent applications and/or patents; (c) any and every other patent application and/or patent of any kind in any country or patent/intellectual property office relating to the subject matter of the Inventions/Patent Rights; (d) any and all improvements or modifications of the Inventions/Patent Rights made by Inventor alone or jointly with others; (e) any and every patent including reissue, reexamination, certificate, extension, etc. granted on any patent application relating to the Inventions/Patent Rights, in the United States of America and in any other country or patent/intellectual property office; (f) any and all rights under any laws, regulations, conventions, treaties, etc. relating to the Inventions/Patent Rights including but not limited to the right to make a claim of priority based on any patent application relating to the Inventions/Patent Rights and the right to apply for, obtain and enforce any patent rights/patent in any country or countries by any means in the name of Assignee (or any affiliate); (g) and any divisional, continuation (in whole or in part), renewal, reissue or other application of patent rights of any kind relating to the Inventions/Patent Rights or improvements or modifications of the Inventions/Patent Rights; and

(2) Inventor agrees to assign and transfer hereby assigns and transfers to Assignee the entire right, title and interest of Inventor in and to any and all other intellectual property rights relating to the Inventions/Patent Rights, including but not limited to any other rights under patent law relating to inventions, rights under copyright law relating to copyrightable works (such as drawings, documents or other materials), rights under laws relating proprietary information (including but not limited to the Uniform Trade Secrets Act), and rights under any other applicable laws relating to intellectual property rights/ownership, in the United States of America and any other country.

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PATENT REEL: 049984 FRAME: 0699

ASSIGNMENT AGREEMENT

Inventor agrees and acknowledges that Assignee shall be sole and exclusive owner of the entire right, title and interest of Inventor in and to the Inventions/Patent Rights and to any other intellectual property rights relating to the Inventions/Patent Rights. Inventor agrees that right, title and interest in the Inventions/Patent Rights will be held and enjoyed fully and exclusively by Assignee without restriction (no less fully and exclusively as would have been held by Inventor had no assignment and transfer been made by Inventor).

Inventor authorizes and requests that any patent that may be granted on the Inventions/Patent Rights will issue to and in the name of Assignee (or an affiliate designated by Assignee). Inventor consents that a copy of this Agreement will be deemed a proper legal and functional equivalent of any document that may be required in any country for any purpose in relation to the Inventions/Patent Rights, including but not limited to establishing proof of the right of Assignee (including any affiliate) to file and prosecute any patent application and/or to claim the benefit of priority under any law, treaty, convention, etc. This Agreement may be signed in separate counterparts by each Inventor with each counterpart to be combined (i.e. to form a single document) and used by Assignee (i.e. as a single complete document) for any and all purposes, including but not limited to filing and recordation with any patent/intellectual property office.

Inventor (including any and every heir, executor and administrator of the Inventor) agrees to execute and deliver to Assignee without further consideration any applications, agreements or other materials, to cooperate with Assignee in the procurement, maintenance and enforcement of rights relating to the Inventions/Patent Rights, and to perform on behalf of Assignee any lawful acts that may be deemed necessary or appropriate by Assignee to obtain, maintain and enforce the rights of Assignee in the Inventions/Patent Rights.

ACKNOWLEDGED AND AGREED BY EACH INVENTOR:

Ja-	30 JUL 2019		
Signature	Date		
John Thomas			
Print Name			
Inventor Residence/Address: 413 Douglas Lane Cedarburg, WI 53012 USA			

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RECORDED: 08/07/2019