

<b>PATENT ASSIGNMENT COVER SHEET</b>
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Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT5542036

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
BRIAN LUND	03/03/2017
JEAN-GUILLAUME JEREMIASZ	06/09/2008
LARS ERIK JENSEN	03/10/2017
MARTIN NIELSEN	10/17/2008
MOHAMMED MEHRAJ ANWAR	03/01/2017
SREERAM KOTTUMUKLU RADHAKRISHNAN	03/17/2007
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	LM GLASFIBER A/S
<b>Street Address:</b>	JUPITERVEJ 6
<b>City:</b>	KOLDING
<b>State/Country:</b>	DENMARK
<b>Postal Code:</b>	DK-6000
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	13640635
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(703)683-8396
<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>	7035486284
<b>Email:</b>	hjohnson@nathlaw.com
<b>Correspondent Name:</b>	NATH, GOLDBERG & MEYER
<b>Address Line 1:</b>	112 S WEST STREET
<b>Address Line 2:</b>	32479_TEH_HJ
<b>Address Line 4:</b>	ALEXANDRIA, VIRGINIA 22314
<b>ATTORNEY DOCKET NUMBER:</b>	32479
<b>NAME OF SUBMITTER:</b>	TANYA E. HARKINS
<b>SIGNATURE:</b>	/Tanya E. Harkins/
<b>DATE SIGNED:</b>	05/28/2019

**Total Attachments: 57**

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ASSIGNMENT

FOR GOOD AND VALUABLE CONSIDERATION given to

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg  
Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense  
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted  
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg  
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout,  
Viyaranyapura, Bangalore 560097, India  
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

hereinafter referred to as the ASSIGNOR(S), who has/have invented certain new and useful Wind turbine blade provided with a slat assembly, hereinafter referred to as the invention, for which I/we has/have executed an application for Letters Patent to be filed in the United States Patent and Trademark Office.

WHEREAS, LM Glasfiber A/S, a corporation organized and existing under the laws of the country/state of Denmark, whose post office address/business address is Jupitervej 6, DK-6000 Kolding, hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

NOW, WITNESSETH THIS that for and in consideration of the sum of one dollar (\$1.00) and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, said ASSIGNOR(S) hereby assign(s), sell(s) and transfer(s) to said ASSIGNEE, its assigns and legal representatives, the entire right, title and interest for the United States and elsewhere throughout the world, in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof, with all the rights, powers, privileges, and advantages in any way arising from or pertaining thereto, for and during the term

or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as said ASSIGNOR(S) might or could have held and enjoyed the same had this assignment not been made.

ASSIGNMENT

ALSO, said ASSIGNOR(S) hereby agree(s) to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon.

AND said ASSIGNOR(S) authorize(s) and request(s) the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

By: Brian Lund 3/3-17  
Inventor's Name: Brian Lund Date  
(sole or first inventor)

By: \_\_\_\_\_  
Inventor's Name: Jean-Guillaume Jérémiasz Date  
(second inventor)

By: \_\_\_\_\_  
Inventor's Name: Lars Erik Jensen Date  
(third inventor)

By: \_\_\_\_\_  
Inventor's Name: Martin Nielsen Date  
(fourth inventor)

By: \_\_\_\_\_  
Inventor's Name: Mohammed Mehraj Anwar Date  
(fifth inventor)

By: \_\_\_\_\_  
Inventor's Name: Sreeram Kottumuklu Radhakrishnan Date  
(sixth inventor)



<b>COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION</b>	Attorney Docket: P0901708/32479U Page 1 of 2
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As a below-named inventor(s), I/we hereby declare that:

My/Our residence(s), post office address(es) and citizenship(s) is/are as stated below next to my/our name(s).

I/We believe I/we am/are the original, first and sole inventor, (if only one name is listed below) or the original, first and joint inventors (if plural names are listed below) of the subject matter which is claimed, and for which a patent is sought on the invention entitled:

the specification of which: (check one)  
 is attached hereto.

was filed on 11 October 2012, as Application No. 13/640,535,  
and was amended on \_\_\_\_\_, (if applicable).

I/We hereby state that we have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I/We acknowledge the duty to disclose information which is material to the patentability of this application as defined by 37 CFR § 1.55.

I/We hereby claim foreign priority benefits under 35 U.S.C. § 119 of any foreign application(s) for patent or inventor's certificate listed below, and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Prior Foreign Applications:

<u>10161196.0</u>	<u>EP</u>	<u>27/04/2010</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(Application No.)	(Country)	(Day/Month/Year Filed)	Yes	No
_____	_____	_____/_____/_____	<input type="checkbox"/>	<input type="checkbox"/>
(Application No.)	(Country)	(Day/Month/Year Filed)	Yes	No

I/We hereby appoint the Practitioners associated with the following Customer Number:

**Customer Number 20529**

Direct Telephone Calls to:

Gary M. Nath  
(703) 548-6284

Send Correspondence to:

**Customer Number 20529**

I/We hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by 35 U.S.C. § 112, first paragraph, I/we acknowledge the duty to disclose material information as defined in 37 CFR § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

_____	_____	_____
(U.S. Application No.)	(U.S. Filing Date)	(Status-patented, pending, abandoned)
_____	_____	_____
(U.S. Application No.)	(U.S. Filing Date)	(Status-patented, pending, abandoned)



COMBINED DECLARATION AND POWER OF ATTORNEY  
FOR PATENT APPLICATION

Attorney Docket:  
PG9017US/32479U  
Page 2 of 2

I/we hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

(U.S. Application No.) (U.S. Filing Date)

(U.S. Application No.) (U.S. Filing Date)

We hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true, and further that these statements are made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of sole or first inventor: Brian LUND  
Inventor's Signature Brian Lund Date: 3/3-17  
Residence: Tranbergvænget 16, DK-5715 Esbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of second inventor: Jean-Guillaume JÉRÉMIASZ  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Brummers Plads 20, 2e, DK-5000 Odense  
Country of Citizenship: France  
Post Office Address: same as above

Full name of third inventor: Lars-Erik JENSEN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Askansvej 10, DK-8722 Hedensted  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fourth inventor: Martin NIELSEN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Bøgevej 14, DK-5492 Vissenbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fifth inventor: Mohammed Mehraj ANWAR  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: #961, 6th main 6th block, H.M.T Layout, Viyaranyapura, Bangalore 560097, IN  
Country of Citizenship: India  
Post Office Address: same as above

Full name of sixth inventor: Sreeram Kottumaklu RADHAKRISHNAN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Munkensdam 7, st, DK-6000 Kolding  
Country of Citizenship: India  
Post Office Address: same as above

**DECLARATION UNDER 37 CFR §1.63 AND ASSIGNMENT**

As the undersigned inventor, I hereby declare that this Declaration under 37 CFR §1.63 is directed to the following invention:

Title: **WIND TURBINE BLADE PROVIDED WITH A SLAT ASSEMBLY**

U.S. application serial number or PCT international application number: **PCT/EP2011/058633**

Filed on **27 April 2011**

The above-identified application was made or authorized to be made by me.

I believe that I am the original inventor or an original joint inventor of a claimed invention in the application.

WHEREAS, **LM GLASFIBER A/S**

whose business address is **Jupitervej 6, DK-6000 Kolding, Denmark**

hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

NOW, THEREFORE, in consideration of the sum of one dollar (\$1.00) and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, the undersigned hereby assigns, sells and transfers to said ASSIGNEE, its assigns and legal representatives, the entire right, title and interest for the United States and elsewhere throughout the world, in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof, with all the rights, powers, privileges, and advantages in any way arising from or pertaining thereto, for and during the term or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as the undersigned might or could have held and enjoyed the same had this assignment not been made.

The undersigned hereby agrees to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon. The undersigned authorizes and requests the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

I hereby acknowledge that any willful false statement made in this Declaration is punishable under 18 U.S.C. §1001 by fine or imprisonment of not more than five (5) years, or both.

LEGAL NAME OF INVENTOR: **Brian LUND**

INVENTOR SIGNATURE: *Brian Lund*

DATE: 3/3-17



ASSIGNMENT

FOR GOOD AND VALUABLE CONSIDERATION given to

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg  
Jean-Guillaume JÉRÉMIA SZ, Brummers Plads 20, 2e, DK-5000 Odense  
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted  
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg  
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout,  
Viyaranyapura, Bangalore 560097, India  
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

hereinafter referred to as the ASSIGNOR(S), who has/have invented certain new and useful Wind turbine blade provided with a slat assembly, hereinafter referred to as the invention, for which I/we has/have executed an application for Letters Patent to be filed in the United States Patent and Trademark Office.

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or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as said ASSIGNOR(S) might or could have held and enjoyed the same had this assignment not been made.

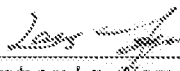
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By: \_\_\_\_\_  
Inventor's Name: Brian Lund Date  
(sole or first inventor)

By: \_\_\_\_\_  
Inventor's Name: Jean-Guillaume Jérémiasz Date  
(second inventor)

By:  \_\_\_\_\_  
Inventor's Name: Lars Erik Jensen Date  
(third inventor) 10/03-2017

By: \_\_\_\_\_  
Inventor's Name: Martin Nielsen Date  
(fourth inventor)

By: \_\_\_\_\_  
Inventor's Name: Mohammed Mehraj Anwar Date  
(fifth inventor)

By: \_\_\_\_\_  
Inventor's Name: Sreeram Kottumuklu Radhakrishnan Date  
(sixth inventor)



COMBINED DECLARATION AND POWER OF ATTORNEY  
FOR PATENT APPLICATION

Attorney Docket:  
P09017US/32479U  
Page 1 of 2

As a below-named inventor(s), I/we hereby declare that:

My/Our residence(s), post office address(es) and citizenship(s) is/are as stated below next to my/our name(s).

I/We believe I/we am/are the original, first and sole inventor, (if only one name is listed below) or the original, first and joint inventors (if plural names are listed below) of the subject matter which is claimed, and for which a patent is sought on the invention entitled:

the specification of which: (check one)  
 is attached hereto.

was filed on 11 October 2012, as Application No. 13/640,635,  
and was amended on \_\_\_\_\_, (if applicable).

I/We hereby state that we have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I/We acknowledge the duty to disclose information which is material to the patentability of this application as defined by 37 CFR § 1.56.

I/We hereby claim foreign priority benefits under 35 U.S.C. § 119 of any foreign application(s) for patent or inventor's certificate listed below, and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Prior Foreign Applications:

<u>10161196.0</u> (Application No.)	<u>EP</u> (Country)	<u>27/04/2010</u> (Day/Month/Year Filed)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
_____ (Application No.)	_____ (Country)	_____ (Day/Month/Year Filed)	<input type="checkbox"/> Yes	<input type="checkbox"/> No

I/We hereby appoint the Practitioners associated with the following Customer Number:

**Customer Number 20529**

Direct Telephone Calls to:

Gary M. Nath  
(703) 548-6284

Send Correspondence to:

**Customer Number 20529**

I/We hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by 35 U.S.C. § 112, first paragraph, I/we acknowledge the duty to disclose material information as defined in 37 CFR § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

_____ (U.S. Application No.)	_____ (U.S. Filing Date)	_____ (Status-patented, pending, abandoned)
_____ (U.S. Application No.)	_____ (U.S. Filing Date)	_____ (Status-patented, pending, abandoned)



COMBINED DECLARATION AND POWER OF ATTORNEY  
FOR PATENT APPLICATION

Attorney Docket:  
F09017US/324790  
Page 2 of 2

I/we hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

(U.S. Application No.) (U.S. Filing Date)

(U.S. Application No.) (U.S. Filing Date)

We hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements are made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of sole or first inventor: Brian LUND  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Tranbergvænget 16, DK-6715 Esbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of second inventor: Jean-Guillaume JÉRÉMIASZ  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Brummers Plads 20, 2e, DK-5000 Odense  
Country of Citizenship: France  
Post Office Address: same as above

Full name of third inventor: Lars-Erik JENSEN  
Inventor's Signature \_\_\_\_\_ Date: 10/03-2007  
Residence: Askansvej 10, DK-6722 Hedensted  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fourth inventor: Martin NIELSEN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Bøgevej 14, DK-5492 Vissenbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fifth inventor: Mohammed Mehraj ANWAR  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: #961, 6th main 6th block, H.M.T Layout, Viwaranyapura, Bangalore 560097, IN  
Country of Citizenship: India  
Post Office Address: same as above

Full name of sixth inventor: Sreeram Kottumuklu RADHAKRISHNAN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Munkenadam 7, st, DK-5000 Kolding  
Country of Citizenship: India  
Post Office Address: same as above

**DECLARATION UNDER 37 CFR §1.63 AND ASSIGNMENT**

As the undersigned inventor, I hereby declare that this Declaration under 37 CFR §1.63 is directed to the following invention:

Title: **WIND TURBINE BLADE PROVIDED WITH A SLAT ASSEMBLY**

U.S. application serial number or PCT international application number: **PCT/EP2011/056633**

Filed on **27 April 2011**

The above-identified application was made or authorized to be made by me.

I believe that I am the original inventor or an original joint inventor of a claimed invention in the application.

WHEREAS, **LM GLASFIBER A/S**

whose business address is **Jupitervej 6, DK-6000 Kolding, Denmark**

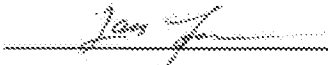
hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

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The undersigned hereby agrees to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon. The undersigned authorizes and requests the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

I hereby acknowledge that any willful false statement made in this Declaration is punishable under 18 U.S.C. §1001 by fine or imprisonment of not more than five (5) years, or both.

LEGAL NAME OF INVENTOR: **Lars Erik JENSEN**

INVENTOR SIGNATURE: 

DATE: 10/03-2017



ASSIGNMENT

FOR GOOD AND VALUABLE CONSIDERATION given to

Brian LUND, Tranbergvænget 16, DK-5715 Esbjerg  
Jean-Guillaume JÉRÉMIA SZ, Brummers Plads 20, 2e, DK-5000 Odense  
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted  
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg  
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout,  
Viyaranyapura, Bangalore 560097, India  
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

hereinafter referred to as the ASSIGNOR(S), who has/have invented certain new and useful Wind turbine blade provided with a slat assembly, hereinafter referred to as the invention, for which I/we has/have executed an application for Letters Patent to be filed in the United States Patent and Trademark Office.

WHEREAS, LM Glasfiber A/S, a corporation organized and existing under the laws of the country/state of Denmark, whose post office address/business address is Jupitervej 6, DK-6000 Kolding, hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

NOW, WITNESSETH THIS that for and in consideration of the sum of one dollar (\$1.00) and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, said ASSIGNOR(S) hereby assign(s), sell(s) and transfer(s) to said ASSIGNEE, its assigns and legal representatives, the entire right, title and interest for the United States and elsewhere throughout the world, in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof, with all the rights, powers, privileges, and advantages in any way arising from or pertaining thereto, for and during the term

or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as said ASSIGNOR(S) might or could have held and enjoyed the same had this assignment not been made.

ASSIGNMENT

ALSO, said ASSIGNOR(S) hereby agree(s) to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon.

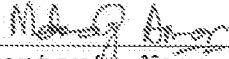
AND said ASSIGNOR(S) authorize(s) and request(s) the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

By: \_\_\_\_\_  
 Inventor's Name: Brian Lund Date  
 (sole or first inventor)

By: \_\_\_\_\_  
 Inventor's Name: Jean-Guillaume Jérémiasz Date  
 (second inventor)

By: \_\_\_\_\_  
 Inventor's Name: Lars Erik Jensen Date  
 (third inventor)

By: \_\_\_\_\_  
 Inventor's Name: Martin Nielsen Date  
 (fourth inventor)

By:  \_\_\_\_\_  
 Inventor's Name: Mohammed Mehraj Anwar Date  
 (fifth inventor) 01/03/2017

By: \_\_\_\_\_  
 Inventor's Name: Sreeram Kottumuklu Radhakrishnan Date  
 (sixth inventor)



COMBINED DECLARATION AND POWER OF ATTORNEY  
FOR PATENT APPLICATION

Attorney Docket:  
P0901705/324790  
Page 1 of 2

As a below-named inventor(s), I/we hereby declare that:

My/Our residence(s), post office address(es) and citizenship(s) is/are as stated below next to my/our name(s).

I/We believe I/we am/are the original, first and sole inventor, (if only one name is listed below) or the original, first and joint inventors (if plural names are listed below) of the subject matter which is claimed, and for which a patent is sought on the invention entitled:

the specification of which: (check one)

is attached hereto.

was filed on 11 October 2012, as Application No. 13/640,635,

and was amended on \_\_\_\_\_, (if applicable):

I/We hereby state that we have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I/We acknowledge the duty to disclose information which is material to the patentability of this application as defined by 37 CFR § 1.56.

I/We hereby claim foreign priority benefits under 35 U.S.C. § 119 of any foreign application(s) for patent or inventor's certificate listed below, and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Prior Foreign Applications:

<u>10161196.0</u> (Application No.)	<u>EP</u> (Country)	<u>27/04/2010</u> (Day/Month/Year Filed)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
_____ (Application No.)	_____ (Country)	_____ (Day/Month/Year Filed)	<input type="checkbox"/> Yes	<input type="checkbox"/> No

I/We hereby appoint the Practitioners associated with the following Customer Number:

**Customer Number 20529**

Direct Telephone Calls to:

Gary M. Nath  
(703) 548-6284

Send Correspondence to:

**Customer Number 20529**

I/We hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by 35 U.S.C. § 112, first paragraph, I/we acknowledge the duty to disclose material information as defined in 37 CFR § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

_____ (U.S. Application No.)	_____ (U.S. Filing Date)	_____ (Status-patented, pending, abandoned)
_____ (U.S. Application No.)	_____ (U.S. Filing Date)	_____ (Status-patented, pending, abandoned)



COMBINED DECLARATION AND POWER OF ATTORNEY  
FOR PATENT APPLICATION

Attorney Docket:  
P09017US/32479U  
Page 2 of 2

I/we hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

(U.S. Application No.) (U.S. Filing Date)

(U.S. Application No.) (U.S. Filing Date)

We hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements are made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of sole or first inventor: Brian LUND  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Tranbergvænget 16, DK-6715 Esbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of second inventor: Jean-Guillaume JÉRÉMIASZ  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Brummers Plads 20, 2e, DK-5000 Odense  
Country of Citizenship: France  
Post Office Address: same as above

Full name of third inventor: Lars-Erik JENSEN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Askansvej 10, DK-6723 Hedensted  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fourth inventor: Martin NIELSEN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Bøgevej 14, DK-5492 Viseenbjerg  
Country of Citizenship: Denmark  
Post Office Address: same as above

Full name of fifth inventor: Mohammed Mehraj ANWAR  
Inventor's Signature Mohammed Mehraj Date: 01/03/2017  
Residence: #961, 6th main 6th Block, H.M.T Layout, Viyaranyasura, Bangalore 560097, IN  
Country of Citizenship: India  
Post Office Address: same as above

Full name of sixth inventor: Sreeram Kottumuklu RADHAKRISHNAN  
Inventor's Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Munkensdam 7, st, DK-6000 Kolding  
Country of Citizenship: India  
Post Office Address: same as above

DECLARATION UNDER 37 CFR §1.63 AND ASSIGNMENT

As the undersigned inventor, I hereby declare that this Declaration under 37 CFR §1.63 is directed to the following invention:

Title: WIND TURBINE BLADE PROVIDED WITH A SLAT ASSEMBLY

U.S. application serial number or PCT international application number PCT/EP2011/056633

Filed on 27 April 2011

The above-identified application was made or authorized to be made by me.

I believe that I am the original inventor or an original joint inventor of a claimed invention in the application.

WHEREAS LM GLASFIBER A/S

whose business address is Jupitervej 6, DK-6000 Kolding, Denmark

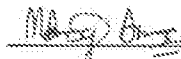
hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

NOW, THEREFORE, in consideration of the sum of one dollar (\$1.00) and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, the undersigned hereby assigns, sells and transfers to said ASSIGNEE, its assigns and legal representatives, the entire right, title and interest for the United States and elsewhere throughout the world, in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof, with all the rights, powers, privileges, and advantages in any way arising from or pertaining thereto, for and during the term or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as the undersigned might or could have held and enjoyed the same had this assignment not been made.

The undersigned hereby agrees to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon. The undersigned authorizes and requests the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

I hereby acknowledge that any willful false statement made in this Declaration is punishable under 18 U.S.C. §1001 by fine or imprisonment of not more than five (5) years, or both.

LEGAL NAME OF INVENTOR: Mohammed Mehraj ANWAR

INVENTOR SIGNATURE: 

DATE: 03/03/2017



INVENTOR ASSIGNMENT

For good and valuable consideration given to me/us, I/we, the undersigned inventor(s)

**Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg**  
**Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense**  
**Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted**  
**Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg**  
**Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout, Viyaranyapura, Bangalore 560097, India**  
**Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding**

do hereby expressly assign and transfer our rights to International Patent Application No.

**PCT/ EP2011/056633 entitled: Wind turbine blade provided with a slat assembly**

for all designated countries, viz.:

- ARIPO: BW, GH, GM, KE, LR, LS, MW, MZ, NA, SD, SL, SZ, TZ, UG, ZM, ZW
- EA: AM, AZ, BY, KG, KZ, MD, RU, TJ, TM
- EP: AL, AT, BA, BE, BG, CH, CY, CZ, DE, DK, EE, ES, FI, FR, GB, GR, HR, HU, IE, IS, IT, LI, LT, LU, LV, MC, MK, MT, NL, NO, PL, PT, RO, RS, SE, SI, SK, SM, TR
- OAPI: BF, BJ, CF, CG, CI, CM, GA, GN, GQ, GW, KM, ML, MR, NE, RW, SN, TD, TG
- National: AE, AG, AL, AM, AT, AU, AZ, BA, BB, BG, BH, BN, BR, BW, BY, BZ, CA, CH, CL, CN, CO, CR, CU, CZ, DE, DK, DM, DO, DZ, EC, EE, EG, ES, FI, GB, GD, GE, GH, GM, GT, HN, HR, HU, ID, IL, IN, IR, IS, JP, KE, KG, KM, KN, KP, KR, KZ, LA, LC, LK, LR, LS, LT, LU, LV, LY, MA, MD, ME, MG, MK, MN, MW, MY, MX, MZ, NA, NG, NI, NZ, OM, PA, PE, PG, PH, PL, PT, QA, RO, RU, SA, SC, SD, SE, SG, SK, SL, SM, SY, TJ, TM, TN, TR, TT, TZ, UA, UG, US, UZ, VC, VN, ZA, ZM, ZW.

with all rights and duties to LM Glasfiber A/S, Jupitervej 6, DK-6000 Kolding.

This assignment includes the rights to claim priority from the Convention application.

Simultaneously, I/we do hereby authorise and request the Commissioner of patents, or the equivalent, in every country of the world to issue any and all said Letters Patents or the like to said LM WP PATENT HOLDING A/S as the assignee of the entire right, title and interest in and to the same.

..... Brian Lund <i>Brian Lund</i> .....	..... Place <i>Esbjerg</i> .....	..... Date <i>3/3-17</i> .....
..... Jean-Guillaume Jérémiasz .....	..... Place .....	..... Date .....
..... Lars-Erik Jensen .....	..... Place .....	..... Date .....
..... Martin Nielsen .....	..... Place .....	..... Date .....
..... Mohammed Mehraj Anwar .....	..... Place .....	..... Date .....
..... Sreeram Kottumuklu Radhakrishnan .....	..... Place .....	..... Date .....



PCT

## INVENTOR ASSIGNMENT

For good and valuable consideration given to me/us, I/we, the undersigned inventor(s)

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg  
 Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense  
 Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted  
 Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg  
 Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout, Viyaranyapura,  
 Bangalore 560097, India  
 Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

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**PCT/ EP2011/056633 entitled: Wind turbine blade provided with a slat assembly**

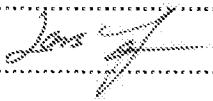
for all designated countries, viz.:

ARIPO: BW, GH, GM, KE, LR, LS, MW, MZ, NA, SD, SL, SZ, TZ, UG, ZM, ZW  
 EA: AM, AZ, BY, KG, KZ, MD, RU, TJ, TM  
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 OAPI: BF, BJ, CF, CG, CI, CM, GA, GN, GQ, GW, KM, ML, MR, NE, RW, SN, TD, TG  
 National: AE, AG, AL, AM, AT, AU, AZ, BA, BB, BG, BH, BN, BR, BW, BY, BZ, CA, CH, CL, CN, CO, CR, CU, CZ, DE, DK, DM, DO, DZ, EC, EE, EG, ES, FI, GB, GD, GE, GH, GM, GT, HN, HR, HU, ID, IL, IN, IR, IS, JP, KE, KG, KM, KN, KP, KR, KZ, LA, LC, LK, LR, LS, LT, LU, LV, LY, MA, MD, ME, MG, MK, MN, MW, MY, MX, MZ, NA, NG, NI, NZ, OM, PA, PE, PG, PH, PL, PT, QA, RO, RU, SA, SC, SD, SE, SG, SK, SL, SM, SY, TJ, TM, TN, TR, TT, TZ, UA, UG, US, UZ, VC, VN, ZA, ZM, ZW.

with all rights and duties to LM Glasfiber A/S, Jupitervej 6, DK-6000 Kolding.

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..... Brian Lund	..... Place	..... Date
..... Jean-Guillaume Jérémiasz	..... Place	..... Date
..... Lars-Erik Jensen 	..... Place <i>Hedensted</i>	..... Date <i>10/03-2017</i>
..... Martin Nielsen	..... Place	..... Date
..... Mohammed Mehraj Anwar	..... Place	..... Date
..... Sreeram Kottumuklu Radhakrishnan	..... Place	..... Date



INVENTOR ASSIGNMENT

For good and valuable consideration given to me/us, I/we, the undersigned inventor(s)

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg
Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout, Viyaranyapura, Bangalore 560097, India
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

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with all rights and duties to LM Glasfiber A/S, Jupitervej 6, DK-6000 Kolding.

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Signature table with columns for Name, Place, and Date. Includes signatures for Brian Lund, Jean-Guillaume Jérémiasz, Lars-Erik Jensen, Martin Nielsen, Mohammed Mehraj Anwar, and Sreeram Kottumuklu Radhakrishnan.





# Ansættelseskontrakt



Mellem

LM Glasfiber A/S  
Rolles Møllevej 1  
6640 Lunderskov  
76490511

(herefter kaldet Virksomheden)

og

Martin Nielsen  
[Redacted]  
[Redacted]  
[Redacted]

(herefter kaldet Medarbejderen)

LM Glasfiber

Medarbej.nr.: 90230

Afd.nr.: 7183

MNIE

17. oktober 2008

LM Glasfiber A/S  
Rolles Møllevej 1  
6640 Lunderskov  
Danmark

Tel +45 79 84 00 00

Fax +45 79 84 00 01

[www.lmglasfiber.com](http://www.lmglasfiber.com)

[info@lmglasfiber.com](mailto:info@lmglasfiber.com)

## § 1 Dato for ansættelse

- 1.1 Medarbejderen er med virkning fra den 01-12-2008 ansat i Virksomheden. Medarbejderens første arbejdsdag i Virksomheden er den 01-12-2008.

## § 2 Stillingsbetegnelse

- 2.1 Medarbejderen er ansat som Research Specialist.  
2.2 Medarbejderens arbejds- og ansvarsområde fremgår af den udleverede jobbeskrivelse.

## § 3 Arbejdssted

- 3.1 Arbejdsstedets adresse er p.t. Rolles Møllevej 1, 6640 Lunderskov.

## § 4 Arbejdstid

- 4.1 Den normale ugentlige arbejdstid er 37 timer ekskl. frokost. Overarbejde må påregnes og honoreres ikke særskilt. I særlige tilfælde kan der aftales et beløb for opgaver der ligger ud over det der er anført i jobbeskrivelsen.  
4.2 Medarbejderen forpligter sig til at anvende sin fulde arbejdskraft i Virksomheden og må ikke uden Virksomhedens skriftlige samtykke i hvert tilfælde påtage sig eller påbegynde andet arbejde af erhvervmæssig karakter.

## § 5 Løn og pension

- 5.1 Lønnen er aftalt til kr. [Redacted] inkl. 7,4 % pension pr. måned.

Virksomheden stiller Internet til rådighed for medarbejderen iht. gældende retningslinje så længe medarbejderen beklæder stillingen.

Lønnen udbetales månedvis bagud og er til disposition den sidste hverdag i hver måned.

Side 1 af 10

76490511

**PATENT**

**REEL: 050188 FRAME: 0272**



LM Glæfiber

Medarb.nr.:

Afd.nr. 7183

Medarbejderen er automatisk omfattet af Virksomhedens pensionsordning jf. vedlagte brochure og Virksomheden indbetaler pt. 7,4 % af lønnen til denne ordning.

Medarbejderen er desuden omfattet af IHI hospitalsforsikring, som betales af Virksomheden.

- 5.2 Lønnen reguleres en gang årligt pr. 1. april, for medarbejdere med mere end 6 måneders anciennitet. Reguleringen tager udgangspunkt i et individuelt udarbejdet målopfyldelsesprogram, hvor den årlige opføjning forventes at finde sted i løbet af februar måned.

#### **§ 6 Ferie og feriefridage**

Medarbejderen har ret til ferie samt ferietillæg i henhold til den til enhver tid gældende Ferielov.

Vedr. feriefridage er Medarbejderen omfattet af de til enhver tid gældende regler jf. Industriens Funktionsøverenskomst.

#### **§ 7 Sygdom**

- 7.1 Ved sygdom er Medarbejderen forpligtet til at meddele fravær til nærmeste overordnede eller anden af afdelingen udpeget person, hurtigst muligt og senest 1 time efter normal arbejdstids begyndelse.
- 7.2 På Virksomhedens anmodning og regning skal Medarbejderen sende en lægeerklæring.

#### **§ 8 Barsel**

Medarbejderen er omfattet af de til enhver tid gældende regler jf. Industriens Funktionsøverenskomst.

#### **§ 9 Tavshedspligt**

- 9.1 Medarbejderen har under ansættelsen og efter ansættelsen tavshedspligt om Virksomhedens og koncernens forhold, og om hvad der i øvrigt måtte blive Medarbejderen bekendt i kraft af sin stilling, og som ifølge sagens natur ikke bør komme til tredjemands kundskab.
- 9.2 Når Medarbejderen træder sin stilling – uanset årsag – skal alt materiale, der tilhører Virksomheden, afleveres til Virksomheden. Det gælder tilsvarende for alle kopier af sådant materiale. Medarbejderen kan ikke udøve tilbageholdelsesret i materialet for noget krav, Medarbejderen måtte have imod Virksomheden.
- 9.3 Virksomheden er berettiget til at kræve opfindelser, som Medarbejderen gør i sin tjeneste, overdraget vederlagsfrit til sig for et eller flere lande, såfremt udnyttelsen af opfindelsen falder inden for Virksomhedens arbejdsområde. Samme ret har Virksomheden, selvom udnyttelsen af opfindelsen ikke falder inden for Virksomhedens arbejdsområde, hvis opfindelsen angår en af Virksomheden stillet, nærmere angiven opgave.



LM Glasfiber

Medarb.nr.:

Afd.nr.: 7183

9.4 Der er indgået aftale om konkurrence- og kundeklausul.

#### § 10 Internet og anvendelse af e-mail

10.1 Medarbejderen får i forbindelse med arbejdet adgang til e-mail og Internet på Virksomhedens computer. Medarbejderen skal under anvendelsen respektere Virksomhedens politik for anvendelse af e-mail og Internet. Medarbejderen kan i begrænset omfang benytte disse faciliteter til privat brug.

Virksomheden kontrollerer ikke løbende Medarbejderens anvendelse af e-mail og Internet. I særlige situationer, eksempelvis i tilfælde af mistanke om misbrug, af sikkerhedsmæssige årsager eller i forbindelse med Medarbejderens fratræden, kan Virksomheden dog gennemføre en sådan kontrol.

#### § 11 Rejser

11.1 Der må påregnes en vis rejseaktivitet.

Ved ude- og rejsearbejde ydes der ikke særskilt betaling. Der udbetales diæter m.m. efter statens takster, hvor Virksomheden ikke dækker udgifter efter regning.

#### § 12 Opsigelse og fratræden

12.1 De første 3 måneder betegnes som prøvetid. Virksomheden kan opsige Medarbejderen med 14 dages varsel og Medarbejderen kan opsige med dags varsel.

12.2 Ansættelsesforholdet kan af begge parter opsiges med det gældende varsel i henhold til Funktionærloven § 2.

12.3 Såfremt Medarbejderen indenfor et tidsrum af 12 på hinanden følgende måneder har oppebåret løn under sygdom i 120 dage, kan nærværende kontrakt opsige med en måneds opsigelse, såfremt opsigelsen finder sted i umiddelbar tilknytning til udløbet af de 120 sygedage, og mens Medarbejderen endnu er syg, jf. Funktionærloven §5, stk. 2.

#### § 13 Kollektive overenskomster

13.1 Ansættelsesforholdet er ikke omfattet af kollektive overenskomster.



LM Glasfiber

Medarb.nr.:

Afd.nr.:7183

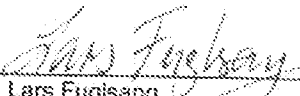
§ 14 Øvrige bestemmelser

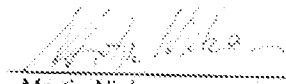
- 14.1 Funktionærloven og Ferieloven er gældende for ansættelsesforholdet
- 14.2 Medarbejderen er forpligtet til at gøre sig bekendt med og følge de retningslinjer, der udarbejdes af Virksomheden, herunder Virksomhedens personalehåndbog, der løbende opdateres. Den nuværende version findes på Virksomhedens Intranet.
- 14.3 Nærværende kontrakt underskrives i to originale eksemplarer, hvoraf hver part modtager et.

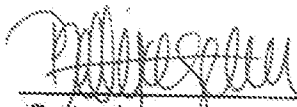
Lunderskov, den 17. oktober 2008

For Virksomheden:

Medarbejderen:

  
Lars Fugisang  
Global Research Director  
LM Glasfiber A/S

  
Martin Nielsen

  
Bettina Jørgensen  
HR Assistent  
LM Glasfiber A/S

# Aftale om konkurrence- og kundeklausul



LM Glasfiber

Mellem

Martin Nielsen

(herefter kaldet Medarbejderen)

Medarb.nr.:

Ald.nr.: 7183

og

LM Glasfiber A/S

Rolles Møllevej 1

6640 Lunderskov

76490511

(herefter kaldet Virksomheden)

er dags dato indgået følgende aftale om konkurrence- og kundeklausul i tilknytning til den indgåede ansættelsesaftale.

1. **Særlig betroet stilling**
  - 1.0. Parterne er enige om, at nedenstående konkurrenceklausul er indgået under lagttageelse af den særlige betroede stilling, som Medarbejderen indtager som Research Specialist hos Virksomheden.
2. **Konkurrenceklausul**
  - 2.0. Det er på den baggrund aftalt, at Medarbejderen i en periode på 12 måneder efter sin fratræden i Virksomheden forpligter sig til at undlade at starte eller som ejer, medejer, rådgiver eller på anden direkte eller indirekte måde at deltage i, være interesseret i, tage ansættelse hos eller være ansat hos virksomheder, der producerer og/eller markedsfører vinger til vindmøller.
  - 2.1. Konkurrenceklausulen er dog ikke til hinder for, at Medarbejderen udøver almindelig formuepleje ved investering i børsnoterede aktier.
3. **Kundeklausul m.v.**
  - 3.0. Det er endvidere aftalt, at Medarbejderen i et tidsrum af 24 måneder fra sin fratræden, uanset af hvilken årsag fratrædelse sker, er uberettiget til, direkte eller indirekte, at tage ansættelse hos eller have anden erhvervmæssig kontakt med de kunder og andre forretningsforbindelser, der indenfor de seneste 18 måneder før opsigelsestidspunktet har været i forretningsmæssig forbindelse med Virksomheden. Ved forretningsforbindelser forstås i denne kontrakt leverandører af varer og tjenesteydelser, som anvendes af Virksomheden i forbindelse med ethvert stadium i vingefremstilling og afsætning af vinger, herunder blandt andet i forbindelse med udvikling, design, produktion og markedsføring.



LM Glasfiber

Medarb.nr.:  
Afd.nr.: 7163

- 3.1. Forpligtelsen for Medarbejderen indeholdt i pkt. 3.0 gælder kun i forhold til kunder m.v., som Medarbejderen selv har haft erhvervsmaessig kontakt med, og i forhold til øvrige kunder m.v., som Virksomheden ved særskilt, skriftlig meddelelse inden opsigelsen har ladet være omfattet af forpligtelsen indeholdt i pkt. 3.0.
- 4. Kompensation**
- 4.0. Medarbejderen modtager kompensation for at påtage sig konkurrenceklausulen i pkt. 2. Kompensationen vil pr. måned udgøre 50% af den løn, som Medarbejderen oppebærer på fratrædelsestidspunktet.
- 4.1. Medarbejderen er berettiget til at modtage kompensation i den periode, konkurrenceklausulen gælder. Kompensationen udbetales for de første 3 måneder, som et engangsbeløb ved fratrædelsen, og derefter månedsvi i den resterende del af den periode, konkurrenceklausulen gælder.
- 4.2. I den periode Medarbejderen modtager kompensation for at påtage sig konkurrenceklausulen, er Medarbejderen ikke berettiget til yderligere kompensation for at påtage sig den i pkt. 3 nævnte kundeklausul m.v. Når Medarbejderens ret til kompensation ophører, eller når konkurrenceklausulen ophører, har Medarbejderen ret til at modtage kompensation for kundeklausulen m.v. i henhold til punkt 3.0. Kompensationen vil pr. måned udgøre 50 % af den løn, som Medarbejderen oppebar på fratrædelsestidspunktet.
- 4.3. Hvis Medarbejderen modtager løn i en opsigelsesperiode efter den faktiske fratræden, regnes fratrædelsen fra opsigelsesperiodens udløb.
- 4.4. Såfremt Medarbejderen får andet passende arbejde, er Virksomheden berettiget til at modregne lønnen for dette arbejde i Medarbejderens krav på kompensation efter ovennævnte regler. Dette gælder dog ikke det i pkt. 4 nævnte engangsbeløb.
- 5. Opsigelse**
- 5.0. Virksomheden er berettiget til at opsiges ovennævnte konkurrenceklausul og/eller kundeklausul, hvilket kan ske med én måneds varsel til udløbet af en måned.
- 6. Øvrige regler**
- 6.0. I øvrigt finder funktionærlovens regler om konkurrence- og kundeklausuler m.v. anvendelse.
- 7. Konventionalbod**
- 7.0. Såfremt en eller flere af ovenstående klausuler overtrædes af Medarbejderen, kan overtrædelsen imødegås ved fagedforbud. Ved hver overtrædelse af en eller flere af klausulerne forpligter Medarbejderen sig til at betale en konventionalbod til Virksomheden svarende til halvdelen af den af Medarbejde-

Side 6 af 10



LM Glasfiber

Medarb.nr.:

Afd.nr. 17 18a

ren oppebårne gage i de sidste 12 måneder af hans ansættelse. Hvis Virksomheden lider et tab, som er større end konventionalbøden, er Medarbejderen også forpligtet til at erstatte dette tab. Erløggelse af konventionalbod og erstatning bevirker ikke klausulernes bortfald.

## 8. Forretningshemmeligheder

- 8.0. Medarbejderen er gjort bekendt med, at Virksomhedens produktion hviler på metoder og viden, der er udviklet af Virksomheden og hører til dets forretningshemmeligheder. Medarbejderen må ikke viderebringe Virksomhedens knowhow til andre eller selv anvende den udenfor Virksomhedens tjeneste, det være sig såvel under som efter ansættelsen, og Medarbejderen har desuden pligt til under og efter ansættelsesforholdets ophør at iagttage tavshed med hensyn til alle sådanne forhold vedrørende Virksomheden og dets virksomhed og alle øvrige forhold vedrørende Virksomheden.

## 9. Opfindelser m.v.

- 9.0. Opfindelser, metodeforbedringer og andre tekniske fremskridt, som Medarbejderen måtte foretage under sin ansættelse i Virksomheden, og som vedrører Virksomhedens aktivitetsområde, eller som Medarbejderen har udført som et led i sit arbejde, er Virksomhedens ejendom.
- 9.1. Erhverver Virksomheden i overensstemmelse med pkt. 9.0 ret til en af Medarbejderen gjort opfindelse, er Medarbejderen berettiget til en rimelig godtgørelse på de betingelser som fremgår af "lov om arbejdstageres opfindelser".

## 10. Almindelige bestemmelser

- 10.0. Parterne er enige om, at de forpligtelser, der pålægges Medarbejderen i henhold til ovenstående, er rimelige, hvorved bemærkes, at Virksomhedens produktion er stærkt specialiseret og i betydelig grad bygger på knowhow, der ikke er almindeligt kendt indenfor branchen.

## 11. Omkostninger

- 11.0. Parterne afholder hver i sær eventuelle omkostninger, de måtte have haft i forbindelse med gennemgang og indgåelse af nærværende aftale.





Lunderskov, den 17. oktober 2008

LM Glasfiber

Medarb.nr :

Ald.nr : 7183

For Virksomheden:

Medarbejderen:

Lars Fugleang  
Global Research Director  
LM Glasfiber A/S

Martin Nielsen

Bettina Jørgensen  
HR Assistent  
LM Glasfiber A/S

# Employment contract



Sreeram Radhakrishnan

CRV no:

LM Glasfiber

Employee no. 9953  
Department no 7183

SRR

Employer: LM Glasfiber A/S VAT no.: 78490511  
Work place: Rolles Møllevej 1, 8640 Lunderskov  
Title/position: Research Engineer  
Date for work start: March 26th 2007  
Seniority at work start: -

06/9/2006

The salary is set at D. .... per month including 6.1% for the obligatory contribution to the "Safety package for salaried employees at LM". The salary is paid monthly in arrears and into the salary earner's bank account on the last Friday of the month. Salary adjustments are made once a year, with effect as of 1 May in the year in question. Please see the employee handbook for further information on the safety package, which among other things contains pension schemes.

LM Glasfiber A/S  
Rolles Møllevej 1  
8640 Lunderskov  
Denmark

Tel +45 79 84 00 00  
Fax +45 79 84 00 01

www.lmglasfiber.com  
info@lmglasfiber.com

The normal weekly hours (excl. lunch breaks) are agreed to be 37 hours. It has been agreed upon that the salary includes payment for ordinary occurring overtime, for which no separate overtime payment is given. For non-ordinary occurring overtime, the hours will be taken as time off in lieu after further agreement with the nearest superior.

There will be no separate payment for work outside LM and for traveling. In the cases where the company does not cover expenses after bill, diems etc. will be paid according state rates.

It is agreed that the salaried employee can be given notice of termination of the contract with a 1 month notice at the end of a month, in the case when the salaried employee has received sickness pay for combined 120 days during a 12 months period of time.

The salaried employee is under the obligation both during the employment as well as after a possible resignation to observe unconditional secrecy of the company conditions, and of other conditions which the salaried employee has been made acquainted with as a result of his position and which in the nature of the case should not be given to a third party.

Please also see "Markedsføringslovens § 19" (The Marketing Act § 19).

The salaried employee must at all times inform the company about home address.

Apart from this, the "Salaried Employee Act" and "Holidays Act" are in force. The conditions for spending additional holidays (feriefridage) and maternity/paternity leave appear in the employee handbook. Guidelines for using the company Internet and e-mail also appear in the employee handbook.

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CVR nr.: 78490511



LM Glasfiber

Employee no:  
Department no:

Please refer to Appendix 1 for additional terms and conditions concerning the above employment.

Date: 15/3-07

Date: 17.03.2007

Frank V. Nielsen

LM Glasfiber A/S

Employee Sreeram Radhakrishnan

CONFIDENTIAL



LM Glasfiber

Employee no.  
Department no.

## Agreement for non-competition and non-solicitation

An agreement is made this day between

Name: *Sreeram Radhakrishnan*

(hereinafter called the "Employee")

and

LM Glasfiber A/S  
Røtles Møllevej 1  
DK-6640 Lunderskov

(hereinafter called the "Company")

on the below terms and conditions set out in connection with the contract of employment entered by the parties involved.

### 1 SPECIAL POSITION OF TRUST

The parties have agreed that this agreement is entered relating to the special position of trust, which the Employee occupy as an engineer in the Company.

### 2 NON-COMPETITION CLAUSE

Consequently the Employee and the Company has agreed that the Employee is prohibited, for a period of 12 months from after the termination of his contract of employment in the Company, to start as the owner, co-owner, consultant or engage or be concerned or interested either directly or indirectly in any other business or occupation related to the production or marketing of rotor blades for wind turbines.

However, this non-competition clause shall not apply to the Employee's ordinary investments made in listed shares.

### 3 NON-SOLICITATION CLAUSE, ETC.

Furthermore, the Employee undertakes upon termination of his contract of employment in the Company for a period of 24 ongoing months irrespective of the cause thereof to preclude from engaging or to be concerned either directly or indirectly in businesses run by customers of any LM Group Company (manufacturing/selling/marketing blades for wind turbines) that within a period of 18 months prior to the termination of the contract of employment have been customers or business connections of any the Company, subsidiaries of the Company and/or other companies in the LM Group.

The obligation in Clause 3 hereof only applies to business connections with which the Employee has been in contact with in the course of business and to business



LM Glasfiber

Employee no.  
Department no.

connections, which the Company prior to the termination of the employment contract through a written notice to the employer has included in the Clause 3 hereof.

#### **4 COMPENSATION**

4.1. The Employee receives compensation for entering the non-competition clause in 2.0. The compensation will be a monthly pay of 50% of the salary, as the Employee is in the receipt of at the time of resignation.

4.2. The compensation is paid for the first 3 months as a single payment at resignation and thereafter as a monthly payment for the remainder period during which the Non-competition clause is in force.

4.3. During the period when the Employee receives compensation for entering the Non-competition clause, the Employee is not entitled to further compensation for entering the non-solicitation clause as mentioned in section 3. When the Employee's claim for compensation ends, or when the competition clause ceases, the Employee has the right to receive a compensation for the non-solicitation clause etc., referring to section 3.0. The compensation per month will be 50% of the salary received by the time of resignation.

4.4 If the Employee receives salary from the company during the period of resignation after the actual resignation date, the resignation is considered from the date of the expiration of the resignation period.

4.5 If the Employee receives other suitable work, the Company is entitled to set off the salary for this work against the Employees demand for compensation concerning the above mentioned clauses. However, this does not apply for the single payment mentioned in section 4.1.

#### **5. TERMINATION**

The Company is entitled to terminate the above mentioned non-competition and non-solicitation clauses, which may be done with 1 month notice at the end of a month.

#### **6. Additional terms**

Besides, the legislation of the salaried Employees concerning non-competition and non-solicitation clauses is applied.

#### **7 AGREED PENALTY**

In the event of the Employees breach of the non-competition and the non-solicitation clauses in this agreement, such breach shall be remedied by granting an injunction. In case of breach by the Employee of then non-competition and non-solicitation clauses the Employee shall pay an agreed penalty in the amount of 50 % of the accumulated salary received by him during the last 12 months of his employment in the Company for any one breach hereof. If the Company suffers a loss



LM Glasfiber

Employee no.  
Department no.

that exceeds the agreed penalty paid by the Employee, the Employee shall be obliged to compensate for this loss as well.

Payment of the agreed penalty and any compensation do not render the non-competition and non-solicitation clauses terminated.

## 8 TRADE SECRETS

The Employee has notice of the Company's production relying on methods and know-how that has been developed within the Company and as such shall be deemed the Company's trade secrets. The Employee shall not divulge the Company's know-how to any other person or make use of the Company's know-how either directly or indirectly in any other business or occupation outside the Company neither before nor after the termination of the contract of employment. During and after the termination of the contract of employment the Employee shall keep secret all matters pertaining to the Company and its business.

## 9 INVENTIONS, ETC.

9.0 Inventions, method improvements and any other technical progress that are made by the Employee prior to the termination of the contract of employment and which lie within the scope of the Company and are made in the Employee's course of business in the Company shall be considered the Company's property.

9.1. If the Company has acquired the right to an invention made by the Employee referring to section 9.0., the Employee is entitled to a reasonable allowance according to the terms in the "legislation of Employees inventions".

## 10 GENERAL PROVISIONS

The parties mutually agree that the obligations on the part of the Employee according to the terms and conditions hereof are considered reasonable. Considering this please note that the Company's production is highly specialized and to a large extent relies on know-how that is not general knowledge within the rotor blade industry.

## 11 COSTS

The parties shall bear their own costs relating to the reading and entering of this agreement.

Place and date: 15/3-07

LM Glasfiber A/S

Place and date: 17-03-07

Sreeram Radhakrishnan  
Employee

Page 5/7



LM Glasfiber

Employee no.

Department no.

## Additional terms and conditions

Appendix 1

An agreement made on today's date between

Name: *Sreeram Radhakrishnan*

(hereinafter called the "Employee")

and

LM Glasfiber A/S  
Rolles Møllevej 1  
DK-6640 Lunderskov

(hereinafter called the "Company")

On the below terms and conditions set out in connection with the contract of employment entered into by the parties involved.

### 1 PRACTICAL ISSUES

The company will assist the following process:

- Application of visa
- Application of work permit
- Localization of permanent accommodation
- Establish contact to friendship associations

### 2 OTHER

Probation period (3 month according to national "Salaried Employee Act")

- Travel
  - o The company will cover the cost for one one-way ticket from *Town, state, Country* to Billund, Denmark (economy class) for the employee.
  - o In case the employment for any reason is discontinued by one of the parties at expiration the probation period, the company will cover the cost for one one-way ticket from Billund, Denmark to *Town, State, Country* (economy class) for the employee.
- Accommodation
  - o The company will provide accommodation for the employee during the entire probation period.

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LM Glasfiber

Employee no.

Department no.

Continued employment after end of probation period

Accommodation

- o The company provides advance money for signing up the deal with the landlord. Refund to the company should be completed within 12 months from entering the rental contract.
- o The company pay moving of personal goods to Denmark and storage until permanent accommodation is found.

Place and date: 15/3-07

M Glasfiber A/S

Place and date: 17.03.07

Sreeram Radhakrishnan  
Employee

CONFIDENTIAL



ASSIGNMENT

FOR GOOD AND VALUABLE CONSIDERATION given to

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg  
Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense  
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted  
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg  
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout,  
Viyaranyapura, Bangalore 560097, India  
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

hereinafter referred to as the ASSIGNOR(S), who has/have invented certain new and useful **Wind turbine blade provided with a slat assembly**, hereinafter referred to as the invention, for which I/we has/have executed an application for Letters Patent to be filed in the United States Patent and Trademark Office.

WHEREAS, **IM Glasfiber A/S**, a corporation organized and existing under the laws of the country/state of **Denmark**, whose post office address/business address is **Jupitervej 6, DK-6000 Kolding**, hereinafter referred to as the ASSIGNEE, desires to acquire the entire right, title and interest for the United States and elsewhere throughout the world in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof.

NOW, WITNESSETH THIS that for and in consideration of the sum of one dollar (\$1.00) and other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, said ASSIGNOR(S) hereby assign(s), sell(s) and transfer(s) to said ASSIGNEE, its assigns and legal representatives, the entire right, title and interest for the United States and elsewhere throughout the world, in and to said invention and application, including any and all divisions and continuations thereof, all rights of priority under the terms of the International Convention for the Protection of Industrial Property, and any and all Letters Patent which may be granted thereon, including any and all renewals, reissues and prolongations thereof, with all the rights, powers, privileges, and advantages in any way arising from or pertaining thereto, for and during the term

or terms of any and all such Letters Patent when granted, including any and all renewals, reissues and prolongations thereof, for the use and benefit of said ASSIGNEE and its assigns and legal representatives, in as ample and as beneficial a manner for all intents and purposes as said ASSIGNOR(S) might or could have held and enjoyed the same had this assignment not been made.

28/5-19

A handwritten signature in cursive script, appearing to be "H. A. [unclear]", written in dark ink.

INVENTOR ASSIGNMENT

For good and valuable consideration given to me/us, I/we, the undersigned inventor(s)

Brian LUND, Tranbergvænget 16, DK-6715 Esbjerg
Jean-Guillaume JÉRÉMIASZ, Brummers Plads 20, 2e, DK-5000 Odense
Lars-Erik JENSEN, Askansvej 10, DK-8722 Hedensted
Martin NIELSEN, Bøgevej 14, DK-5492 Vissenbjerg
Mohammed Mehraj ANWAR, #961, 6th main 6th block, H.M.T Layout, Viyaranyapura, Bangalore 560097, India
Sreeram Kottumuklu RADHAKRISHNAN, Munkensdam 7, st, DK-6000 Kolding

do hereby expressly assign and transfer our rights to International Patent Application No.

PCT/ EP2011/056633 entitled: Wind turbine blade provided with a slat assembly

for all designated countries, viz.:

- ARIPO: BW, GH, GM, KE, LR, LS, MW, MZ, NA, SD, SL, SZ, TZ, UG, ZM, ZW
EA: AM, AZ, BY, KG, KZ, MD, RU, TJ, TM
EP: AL, AT, BA, BE, BG, CH, CY, CZ, DE, DK, EE, ES, FI, FR, GB, GR, HR, HU, IE, IS, IT, LI, LT, LU, LV, MC, MK, MT, NL, NO, PL, PT, RO, RS, SE, SI, SK, SM, TR
OAPI: BF, BJ, CF, CG, CI, CM, GA, GN, GQ, GW, KM, ML, MR, NE, RW, SN, TD, TG
National: AE, AG, AL, AM, AT, AU, AZ, BA, BB, BG, BH, BN, BR, BW, BY, BZ, CA, CH, CL, CN, CO, CR, CU, CZ, DE, DK, DM, DO, DZ, EC, EE, EG, ES, FI, GB, GD, GE, GH, GM, GT, HN, HR, HU, ID, IL, IN, IR, IS, JP, KE, KG, KM, KN, KP, KR, KZ, LA, LC, LK, LR, LS, LT, LU, LV, LY, MA, MD, ME, MG, MK, MN, MW, MY, MX, MZ, NA, NG, NI, NZ, OM, PA, PE, PG, PH, PL, PT, QA, RO, RU, SA, SC, SD, SE, SG, SK, SL, SM, SY, TJ, TM, TN, TR, TT, TZ, UA, UG, US, UZ, VC, VN, ZA, ZM, ZW.

with all rights and duties to LM Glasfiber A/S, Jupitervej 6, DK-6000 Kolding.

This assignment includes the rights to claim priority from the Convention application.

Simultaneously, I/we do hereby authorise and request the Commissioner of patents, or the equivalent, in every country of the world to issue any and all said Letters Patents or the like to said LM WP PATENT HOLDING A/S as the assignee of the entire right, title and interest in and to the same.

Signature table with columns for Name, Place, and Date. Includes handwritten signatures and dates for Brian Lund, Jean-Guillaume Jérémiasz, Lars-Erik Jensen, Martin Nielsen, Mohammed Mehraj Anwar, and Sreeram Kottumuklu Radhakrishnan.

ASSIGNMENT

ALSO, said ASSIGNOR(S) hereby agree(s) to execute all papers necessary to file said applications in the United States and elsewhere throughout the world, and to assign the same to said ASSIGNEE, or any assignee acquiring title to said invention, and to execute any other papers that may be needed in connection with filing said application and securing any and all Letters Patent thereon.

AND said ASSIGNOR(S) authorize(s) and request(s) the Commissioner of Patents to issue a Letters Patent on said application, and on any and all divisions and continuations thereof, to said ASSIGNEE, its assigns and legal representatives, in accordance herewith.

By: \_\_\_\_\_  
Inventor's Name: Brian Lund Date  
(sole or first inventor)

By: \_\_\_\_\_  
Inventor's Name: Jean-Guillaume Jérémiasz Date  
(second inventor)

By: \_\_\_\_\_  
Inventor's Name: Lars Erik Jensen Date  
(third inventor)

By:  \_\_\_\_\_  
Inventor's Name: Martin Nielsen Date  
(fourth inventor) 28/5-10

By: \_\_\_\_\_  
Inventor's Name: Mohammed Mehraj Anwar Date  
(fifth inventor)

By: \_\_\_\_\_  
Inventor's Name: Sreeram Kottumuklu Radhakrishnan Date  
(sixth inventor)

# Employment contract

Between

LM Glasfiber A/S  
Rolles Møllevej 1  
8640 Lunderskov  
78400511

(hereinafter called the Company)

And

J. VILKINIS  
Jean-Guyllavre Jérémiasz

CPRno:

(hereinafter called the Employee)

Employee no.

Dep. No. 2180

90109  
JG16

8. April 2008

LM Glasfiber A/S  
Rolles Møllevej 1  
8640 Lunderskov  
Denmark

Tel +45 78 64 00 00  
Fax +45 78 64 00 01

[www.lmglasfiber.com](http://www.lmglasfiber.com)  
[info@lmglasfiber.com](mailto:info@lmglasfiber.com)

## § 1 Date for employment

- 1.1 The Employee is employed by the Company as of the 1 of July 2008. The Employee's first working day in the Company is the 1 of July 2008.

The contract is based on the assumption that you have a work and residence permit at LM Glasfiber A/S.

## § 2 Designation of occupation

- 2.1 The Employee is hired as Research Engineer
- 2.2 The Employee's work and responsibility area is stated in the given job description.

## § 3 Place of work

- 3.1 The piece of work is the Company's address Rolles Møllevej 1, 8640 Lunderskov

## § 4 Working hours

- 4.1 The normal weekly working hours are 37 hours excl. lunch. Overtime in a reasonable amount must be expected and will not be paid for separately. In special circumstances an amount can be agreed upon for tasks that are beyond what is stated in the job description.
- 4.2 The Employee is obligated to use his/her full capacity for work in the Company and may not without the Company's written consent take on or start other work of occupational character.

## § 5 Pay and pension

- 5.1 The pay is agreed to [REDACTED] including 6.8 % pension per month.

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78400511



The pay is paid monthly in arrears and is at disposal the last bank day of every month.

Employee no. 1  
Dep. No. 1195

The employee is automatically covered by the company's pension plan, of attached brochure, and the company pays 6.9% of the pay to this plan at the moment.

The Employee is also covered by the BHI hospital insurance which is paid for by the Company.

- 5.2 The pay is regulated once a year per 1<sup>st</sup> April for employees with more than 6 months seniority. The regulation is based on an individually prepared goal completion program where the yearly follow-up is expected to take place in February.

#### § 6 Holiday and Paid days off

The Employee has the right to holiday as well as holiday extra payment according to the current Holiday Law at all times.

The Employee has the right to the existing number of paid days off, of The Industry's Salaried Employees Agreement.

#### § 7 Illness

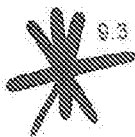
- 7.1 In case of illness the Employee is obliged to notify of absence according to the department's guidelines as fast as possible and no later than one hour after the start of the workday.
- 7.2 At the Company's request and expense the Employee must send a medical certificate.

#### § 8 Maternity leave

The Employee is covered by the existing rules on maternity leave, of The Industry's Salaried Employees Agreement.

#### § 9 Confidentiality

- 9.1 The Employee is during employment and after employment bound by confidentiality about the Company's and the group's relations and about what else might become known to the Employee in his/her position and which should not become knowledge of a third party.
- 9.2 When the Employee leaves his/her position - no matter why - all material belonging to the Company must be returned to the Company. This is also the case for all copies of such material. The Employee cannot exercise right of retention for the material for any demand that the Employee might have against the Company.



- 9.3 The Company is entitled to demand that inventions that the Employee makes in their service be turned over gratuitously to them for one or more countries if the use of the inventions falls within the area of the Company. The Company has the same right even if the use of the invention does not fall

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within the Company's area if the invention regards a task given by the Company.

Employee no:

Dep. No. 1183

§ 4 This contract includes an agreement on competitor and customer clause.

§ 10 Internet and use of email

10.1 The Employee will get access to email and the internet on the Company's computer. The Employee must during use respect the Company's policy for the use of email and internet. The Employee can use these facilities for private use to a limited extent.

The Company does not check the Employee's use of email and internet, in special situations, e.g. in case of suspicion of misuse, for security reasons or in connection with the Employee's resignation, the Company can perform such a check.

§ 11 Trips

When working out of or on trips there is no separate pay. A salary and more will be paid according to the state's rates where the Company does not cover expenses by bill.

§ 12 Resignation and retirement


12.1 The first 3 months are called a trial period. The Company can terminate the Employee with 2 weeks notice and the Employee can resign with 1 day's notice.

12.2 The employment can be terminated by both parties with the existing notice according to The Industry's Salaried Employees Agreement § 2.

12.3 If the Employee within a time period of 12 consecutive months has received pay during illness for 120 days then the present contract can be terminated with one month's notice if the termination takes place in direct connection to the expiration of the 120 sick days and while the Employee is still sick, cf. The Industry's Salaried Employees Agreement §5, section 2.

§ 13 Collective Agreements

13.1 The employment is not covered by collective agreements.

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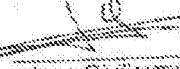
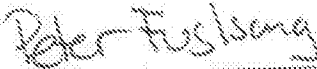
§ 14 Other regulations

- 14.1 The Salaried Employees Act and the Holidays Act are applicable for the employment.
- 14.2 The Employee is obliged to familiarise him-/herself with and follow the guidelines that are worked out by the Company, including the Company's personnel handbook which is updated continuously. The current version can be found on the Company's intranet.
- 14.3 The present contract is signed in two original copies with each party receiving one.

Lunderskov, den 9. juni 2008

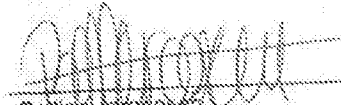
For the Company:

The Employee:



Peter Fuglsang  
Team Leader Aerodynamics  
LM Glasfiber A/S

Jean-Gillaume Jérémiasz



Bette Worsø  
HR assistant  
LM Glasfiber A/S



## Agreement on competitor and customer

Between:

Jean-Guillaume Jérôme;

CFRno:

(hereinafter called the Employee)

and

LM Glasfiber A/S

Rolles Møllevej 1

6640 Lunderskov

78460511

(hereinafter called the Company)

the following agreement on competitor and customer clause in connection to the entered employment agreement has been entered into today.

### 1. Responsible post

- 1.0. The parties have agreed that the below competitor clause has been entered into under watch of the responsible post that the Employee takes as in the Company. Research Engineer

### 2. Competitor clause

- 2.0. On that background it has been decided that the Employee for a period of 12 months after resignation from the Company is obliged not to start or as owner, part owner, advisor or in any direct or indirect way to participate in, be interested in or be employed with companies that produce and/or market blades for windmills, cf. attached list which is updated at least once a year.
- 2.1. The competitor clause does not constitute an obstacle to the Employee performing financial care by investing in stocks listed on the stock exchange.

### 3. Customer clause etc.

- 3.0. It has furthermore been agreed that the Employee in a time period of 24 months from his/her resignation, no matter the cause, is not entitled to directly or indirectly to accept employment with or have other occupational contact with the customers and other business contacts, who within the last 18 months before the time of resignation has been in occupational contact with the Company. By business contacts is understood in this contract, suppliers of goods and services which are used by the Company in connection with any stage of blade production and sale of blades, including among others in connection with development, design, production and marketing, cf. attached list which is updated at least once a year.

Employee no.:

Ok. No. 7183

5.1.5  


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3.1. The obligation for the Employee included in point 3 is only in relation to customers etc. that the Employee has had occupational contact with and in relation to other customers etc. that the Company by separate written announcement before the resignation has included in the obligation in point 3.

Employee No.  
Dep. No. 0183

#### 4. Compensation

4.0. The Employee receives compensation for assuming the competitor clause in point 2. The compensation per month will consist of 50% of the pay that the Employee receives at the time of retirement.

4.1. The Employee is entitled to receive compensation during the period where the competitor clause is valid. The compensation is paid for the first three months as a one-off payment at retirement and then every month during the remaining part of the period where the competitor clause is valid.

4.2. During the period where the Employee receives compensation for assuming the competitor clause the Employee is not entitled to further compensation for assuming the customer clause etc. mentioned in point 3. When the Employee's right to compensation ends the Employee is entitled to receive compensation for the customer clause etc. according to point 3. The compensation per month will consist of 50% of the pay that the Employee receives at the time of retirement.

4.3. If the Employee receives pay during a resignation period after the actual retirement then the retirement is calculated from the end of the resignation period.

4.4. If the Employee gets another job then the Company is entitled to set the pay against this job in the Employee's rights to compensation under the above rules. This does not apply to the one-off payment mentioned in point 4.

#### 5. Termination

5.0. The Company can terminate the above competitor clause and/or customer clause which can be done with one month's notice to the end of a month.

#### 6. Other regulations

6.0. Besides this The Salaried Employees Act's rules about competition and customer clauses etc. are used.

#### 7. Agreed penalty

7.0. If one or more of the above clauses are violated by the Employee then the violation can be met with an injunction. At each violation of one or more of the clauses the Employee is obliged to pay an agreed penalty to the Company according to half of the Employee's received pay for the last 12 months of his/her employment. If the Company suffers a loss which is greater than the agreed penalty then the Employee is also obliged to cover this loss. Dis-

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3.6.3  
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bursement of agreed penalty and damages does not cause the annulment of the clauses.

Employee no. :  
042. 86. 0181

8. Trade secrets

8.0 The Employee is aware that the Company's production rests on methods and knowledge that has been developed by the Company and is part of their trade secrets. The Employee must not pass on the Company's know-how to others or use it outside the service of the Company both during and after employment, and the Employee is also bound by confidentiality both during and after employment regarding all such cases regarding the Company and all other relations regarding the Company.

9. Inventions etc.



9.0 Inventions, method improvements and other technical progress that the Employee performs during employment at the Company and which concern the Company's activity area, or that the Employee has performed as part of his/her job, is the property of the Company.

9.1 If the Company in accordance with point 9 acquires an invention made by the Employee then the Employee is entitled to fair remuneration under the terms stated in "law of employee's inventions".

10. Common regulations

10.0 The parties agree that the obligations put on the Employee according to the above are fair as it is noted that the Company's production is highly specialised and builds on know-how which is not commonly known within the business.

11. Costs

11.0 The parties will each pay the costs they might have had in connection with the going-through and entering of the present agreement.

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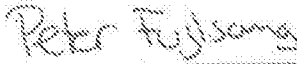
5.6.2

Lunderskov, den 9. juni 2008

Employee no:  
Dep. No. 0480

For the Company:

The Employee:

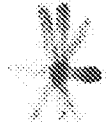


Peter Fugisang  
Team Leader Aerodynamics  
LM Glasfiber A/S

Jech-Givillavne Jeremiasz



Søren Jørgensen  
HR Assistant  
LM Glasfiber A/S



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