

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
Stylesheet Version v1.2

EPAS ID: PAT6295965

|   |                                    |
|---|------------------------------------|
| <b>SUBMISSION TYPE:</b>   | NEW ASSIGNMENT                     |
| <b>NATURE OF CONVEYANCE:</b>  | EMPLOYMENT AGREEMENT               |
| <b>CONVEYING PARTY DATA</b>   |                                    |
| <b>Name</b>   | <b>Execution Date</b>              |
| JASON H. STEINKE  | 07/18/2016                         |
| <b>RECEIVING PARTY DATA</b>   |                                    |
| <b>Name:</b>  | STRYKER EUROPEAN HOLDINGS III, LLC |
| <b>Street Address:</b>  | THE CORPORATION TRUST COMPANY      |
| <b>Internal Address:</b>  | 1209 ORANGE STREET                 |
| <b>City:</b>  | WILMINGTON                         |
| <b>State/Country:</b>   | DELAWARE                           |
| <b>Postal Code:</b>   | 19801                              |
| <b>PROPERTY NUMBERS Total: 1</b>  |                                    |
| <b>Property Type</b>  | <b>Number</b>                      |
| <b>Application Number:</b>  | 16135432                           |
| <b>CORRESPONDENCE DATA</b>  |                                    |
| <b>Fax Number:</b>  | (908)654-0415                      |
| <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>   | 9086545000                         |
| <b>Email:</b>   | ASSIGNMENT@LERNERDAVID.COM         |
| <b>Correspondent Name:</b>  | LERNER DAVID IP LAW                |
| <b>Address Line 1:</b>  | 20 COMMERCE DRIVE                  |
| <b>Address Line 4:</b>  | CRANFORD, NEW JERSEY 07016         |
| <b>ATTORNEY DOCKET NUMBER:</b>  | SPINE.9425                         |
| <b>NAME OF SUBMITTER:</b>   | JACLYN RICCI                       |
| <b>SIGNATURE:</b>   | /JACLYN RICCI/                     |
| <b>DATE SIGNED:</b>   | 09/14/2020                         |
| <b>Total Attachments: 11</b>  |                                    |
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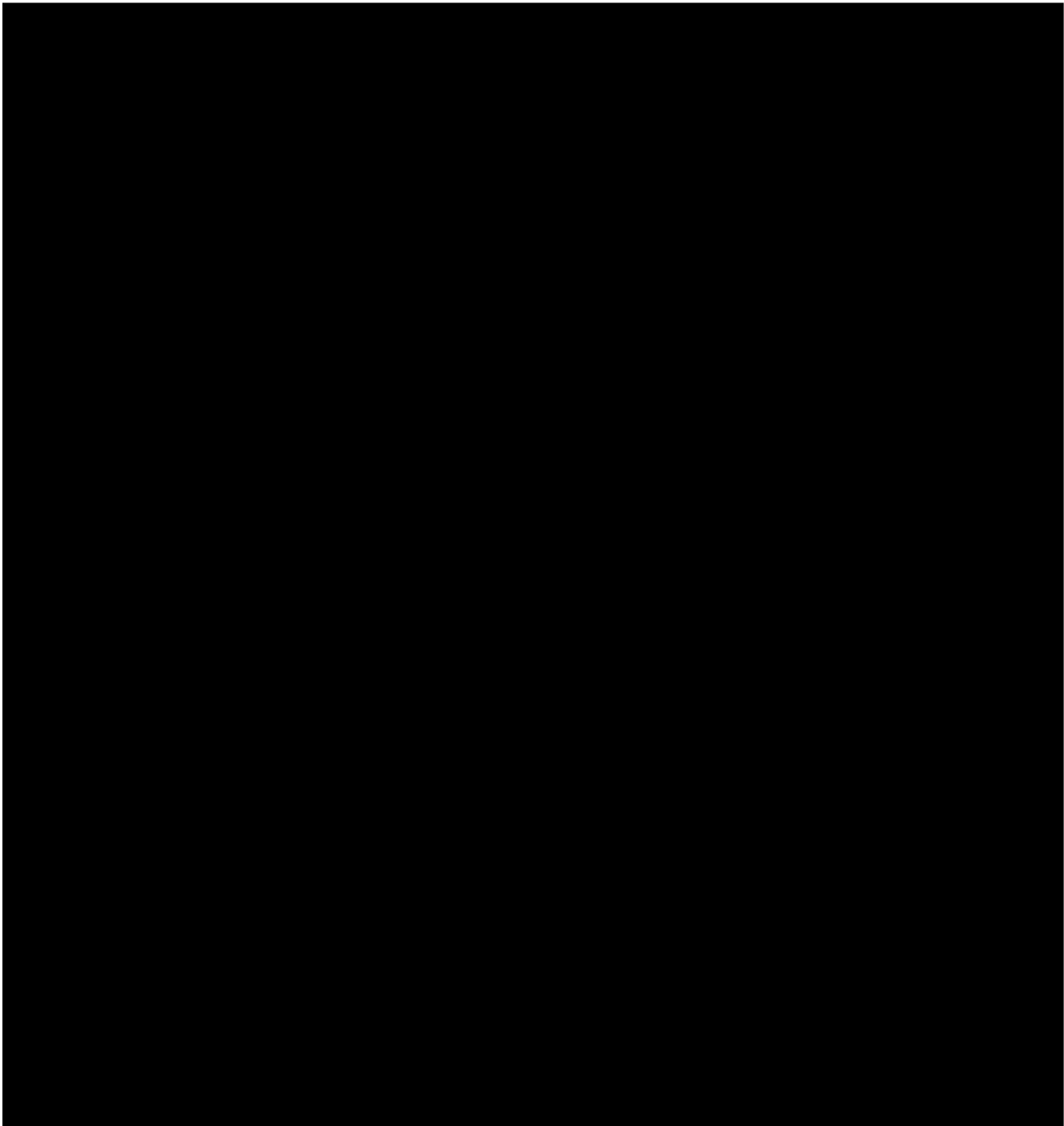
**STRYKER CORPORATION**  
**CONFIDENTIALITY, INTELLECTUAL PROPERTY, NON-COMPETITION AND**  
**NON-SOLICITATION AGREEMENT FOR U.S. EMPLOYEES**

In addition to other good and valuable consideration, I am expressly being given employment, continued employment, a relationship with Stryker Corporation (including its subsidiaries, divisions and affiliates, as well as any of their respective referred to collectively as "Stryker"), certain monies, bonuses, compensation increases, benefits, training, promotion, equity grants and/or trade secrets and confidential information of Stryker and its customers, suppliers, vendors or affiliates to which I would not have access but for my relationship with Stryker in exchange for my agreeing to the terms of this Agreement. In consideration of the foregoing, I agree as follows:

**INTRODUCTION AND ACKNOWLEDGEMENTS**

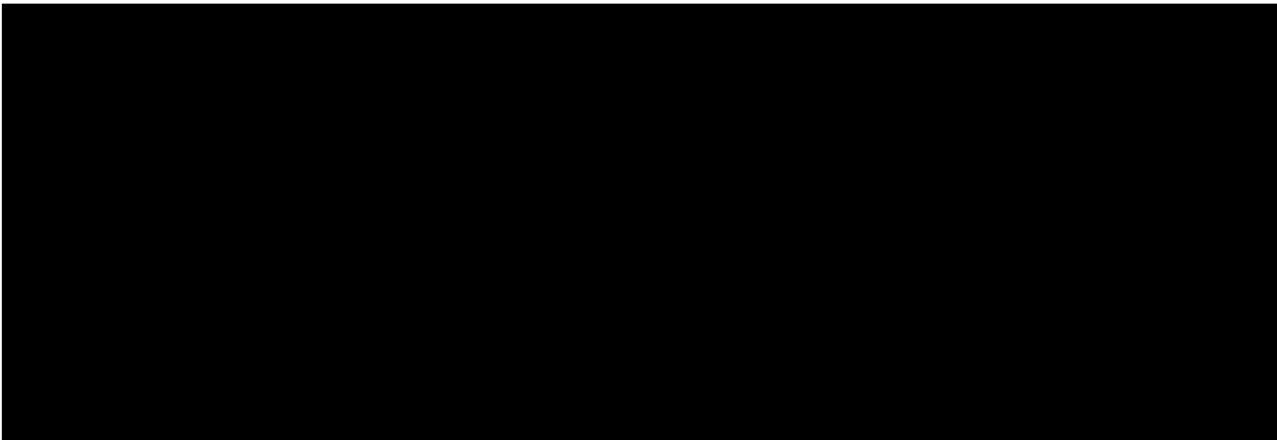
**1.3 Terms of Agreement and Modifications.** This Agreement, including the items in Attachment A ("State Law Modifications") shall remain in effect during my employment with Stryker even if my position or job location changes or I transfer from one Stryker company to another. For purposes of this Agreement, the terms of this Agreement will be interpreted according to the applicable state law as set forth on Attachment B ("Governing Law and Jurisdiction").

**DEFINITIONS**



PERFORMANCE FOR STRYKER





## INVENTIONS

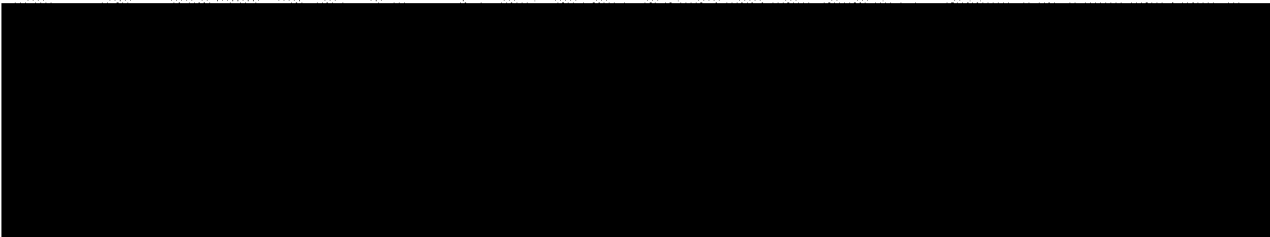
4.1 **Disclosure of Developments.** I agree that during and subsequent to my employment with Stryker, I will promptly disclose and furnish complete information to Stryker relating to all inventions, improvements, modifications, discoveries, methods, and developments, whether patentable or not, made or conceived by my or under my direction during my employment whether or not made or conceived during normal working hours or on the premises of Stryker.

4.2 **Intellectual Property is Stryker Property.**

(a) I agree to assign and hereby assign to Stryker all title, interests and rights including intellectual property rights worldwide in and to any and all Intellectual Property (including, as defined above, patents and patent applications) made, conceived, developed, reduced to practice, or authored by me alone or with others during the course of my employment which are within the scope of Stryker's actual or anticipated business.

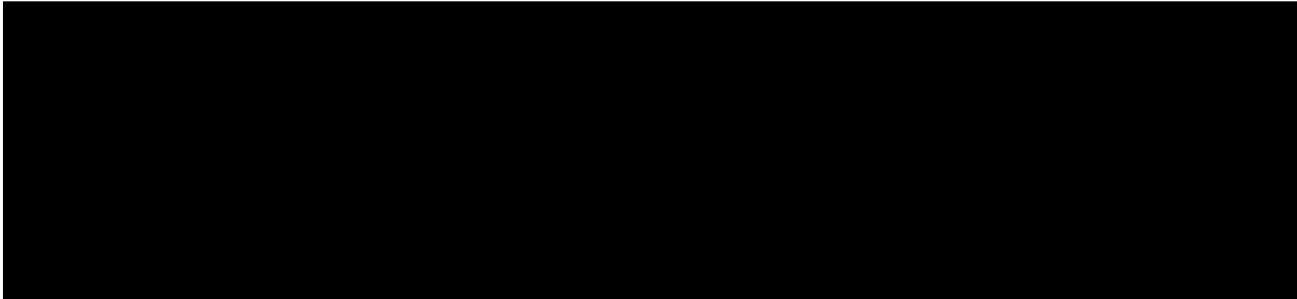
(b) My agreement to assign Intellectual Property rights, as set forth above, shall not apply to any Intellectual Property that was conceived and developed without the use of Stryker's equipment, supplies, facilities, and trade secret information and which was developed entirely on my own time, unless (a) the Intellectual Property relates (i) directly to the business of Stryker, or (ii) to Stryker's actual or anticipated research or development, or (b) the Intellectual Property results from any work performed by me for Stryker.

(c) I agree, however, that Stryker shall have a nonexclusive, non-exclusive license to use for all purposes any Intellectual Property within the scope of Stryker's actual or anticipated business but not assigned to Stryker under Paragraph 4.2(b), unless such a license is prohibited by statute or by a court of last resort and competent jurisdiction.

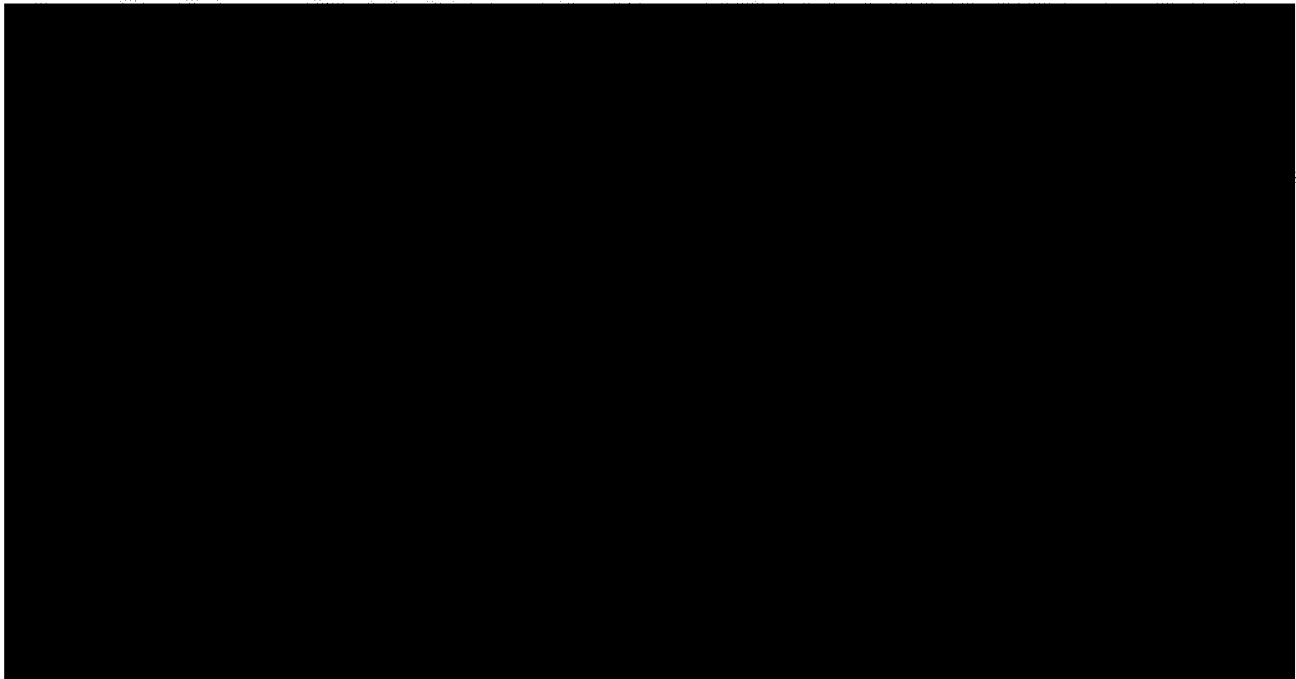


4.4 **Employee Cooperation.** When requested to do so by Stryker, either during or subsequent to my employment with Stryker, I will (a) execute all documents requested by Stryker for the vesting in Stryker of the entire right, title and interest in and to the Intellectual Property and Confidential Information, and all patent, copyright, trademark, or other applications filed and issuing on the Intellectual Property; (b) execute all documents requested by Stryker for filing and obtaining of patents, trademarks, or copyrights; and (c) provide assistance that Stryker reasonably requires to protect its

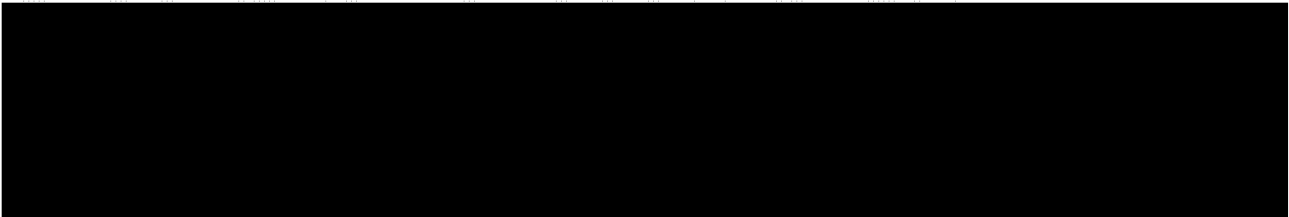
right, title and interest in the Intellectual Property and Confidential Information, including, but not limited to, providing declarations and testifying in administrative and legal proceedings with regarding to Intellectual Property and Confidential Information. Whenever requested to do so by Stryker, I shall execute any applications, assignments or other instruments which Stryker shall consider necessary to apply for and obtain Letters Patent, trademark and/or copyright registrations in the United States or any foreign country, or to otherwise protect Stryker's interests. These obligations shall continue beyond the termination of my employment with Stryker with respect to Intellectual Property conceived, authored or made by me during my period of employment, and shall be binding upon my executors, administrators or other legal representatives.

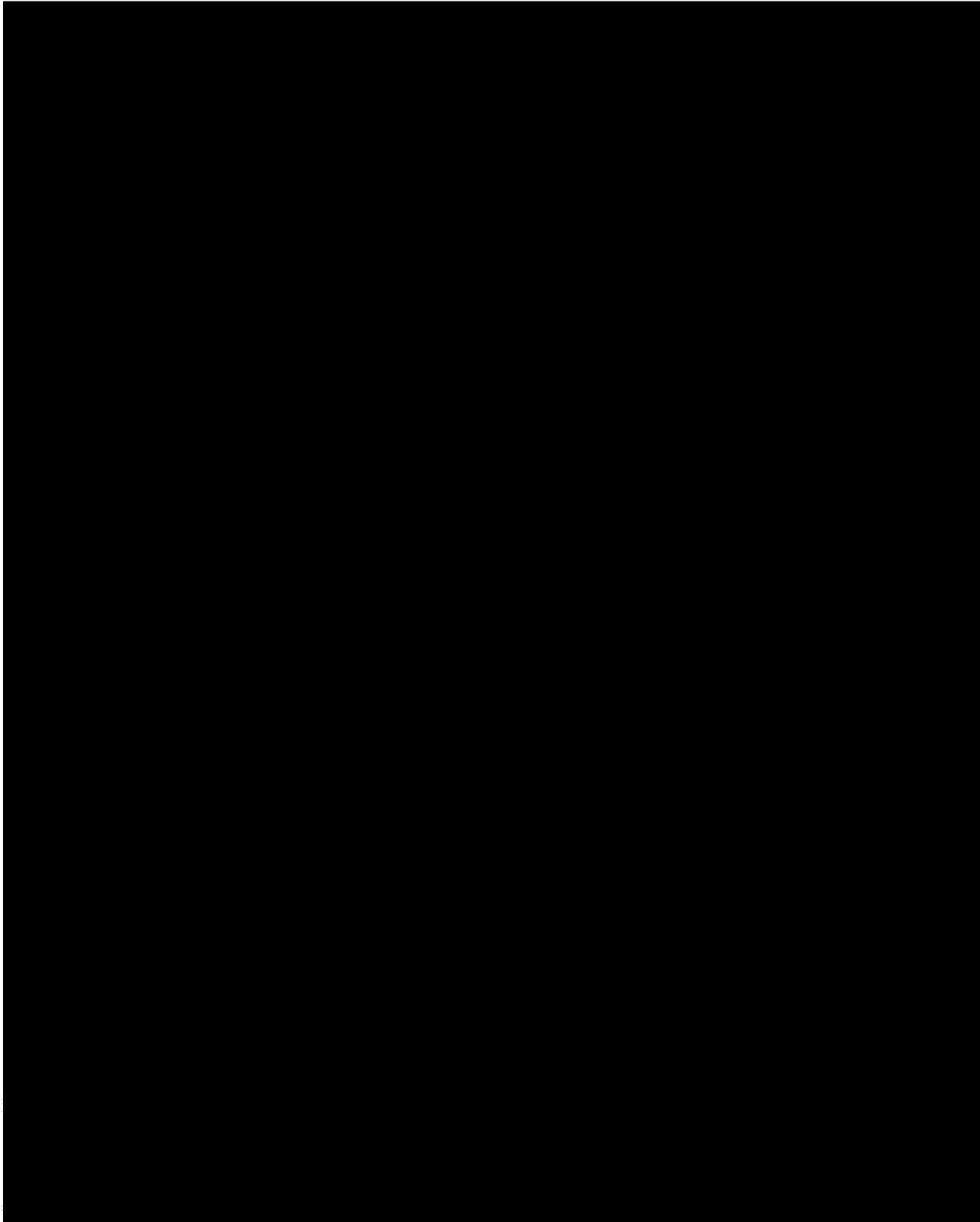


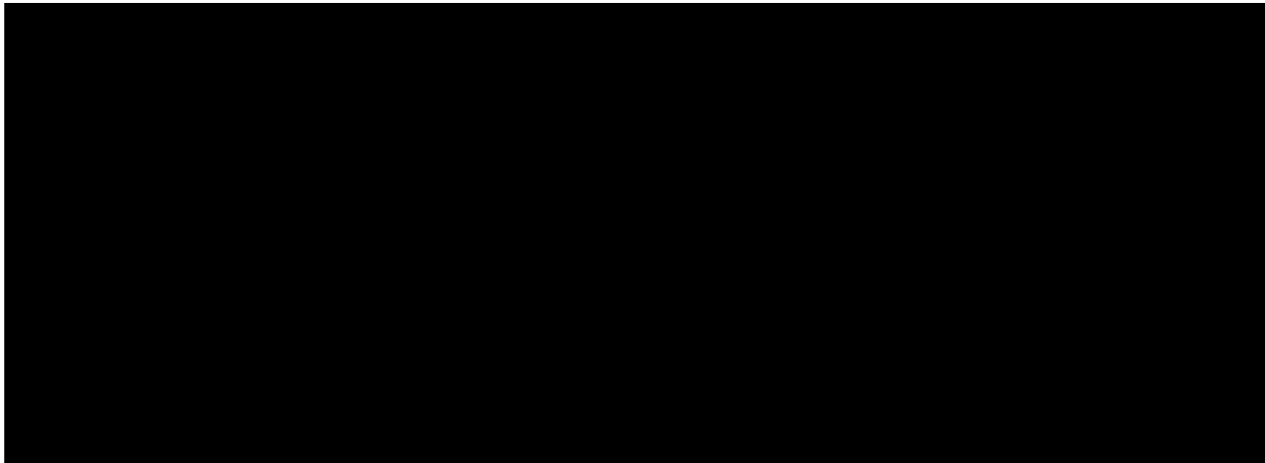
CONFIDENTIAL INFORMATION AND PROPERTY



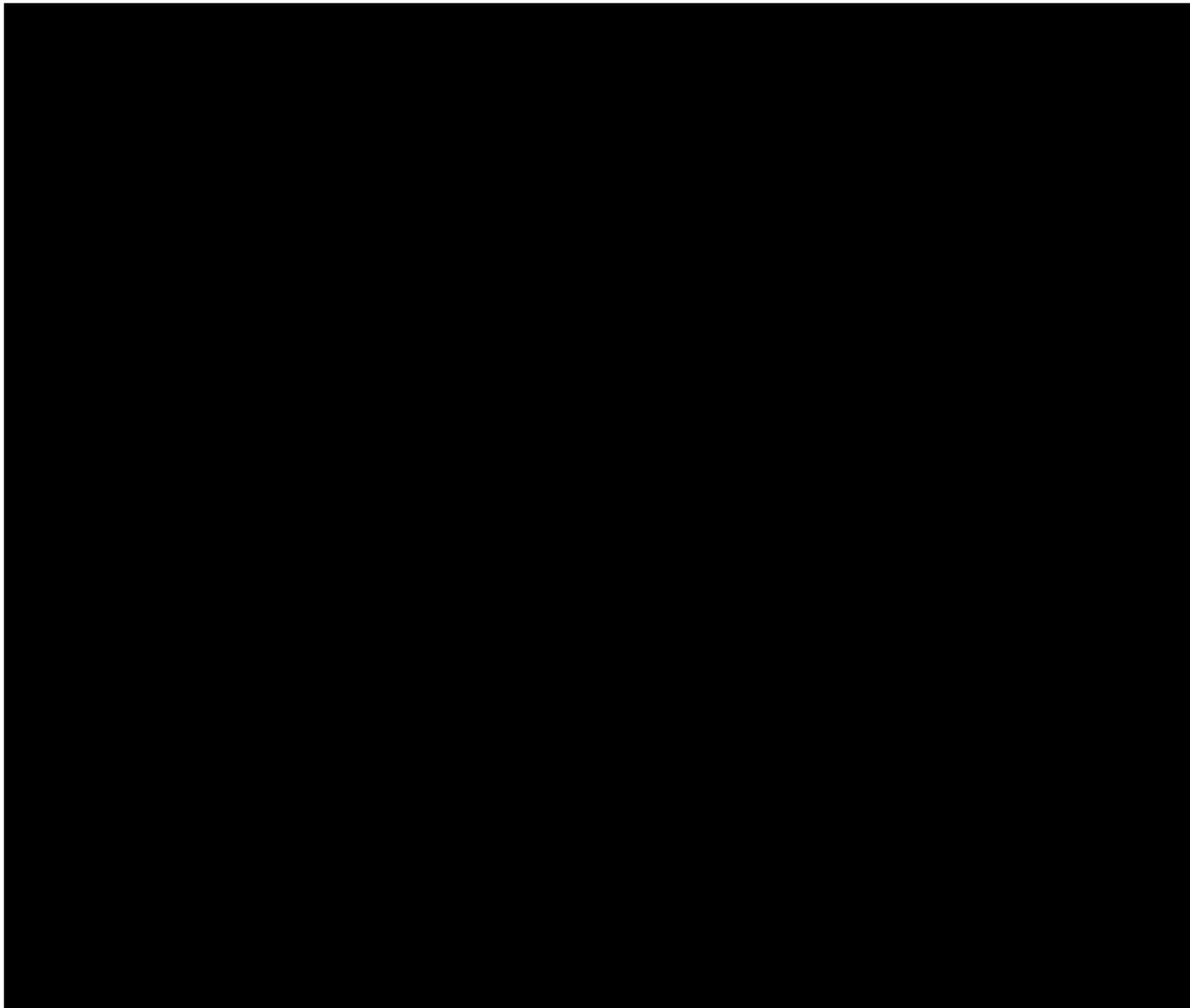
NON-SOLICITATION AND NON-COMPETE





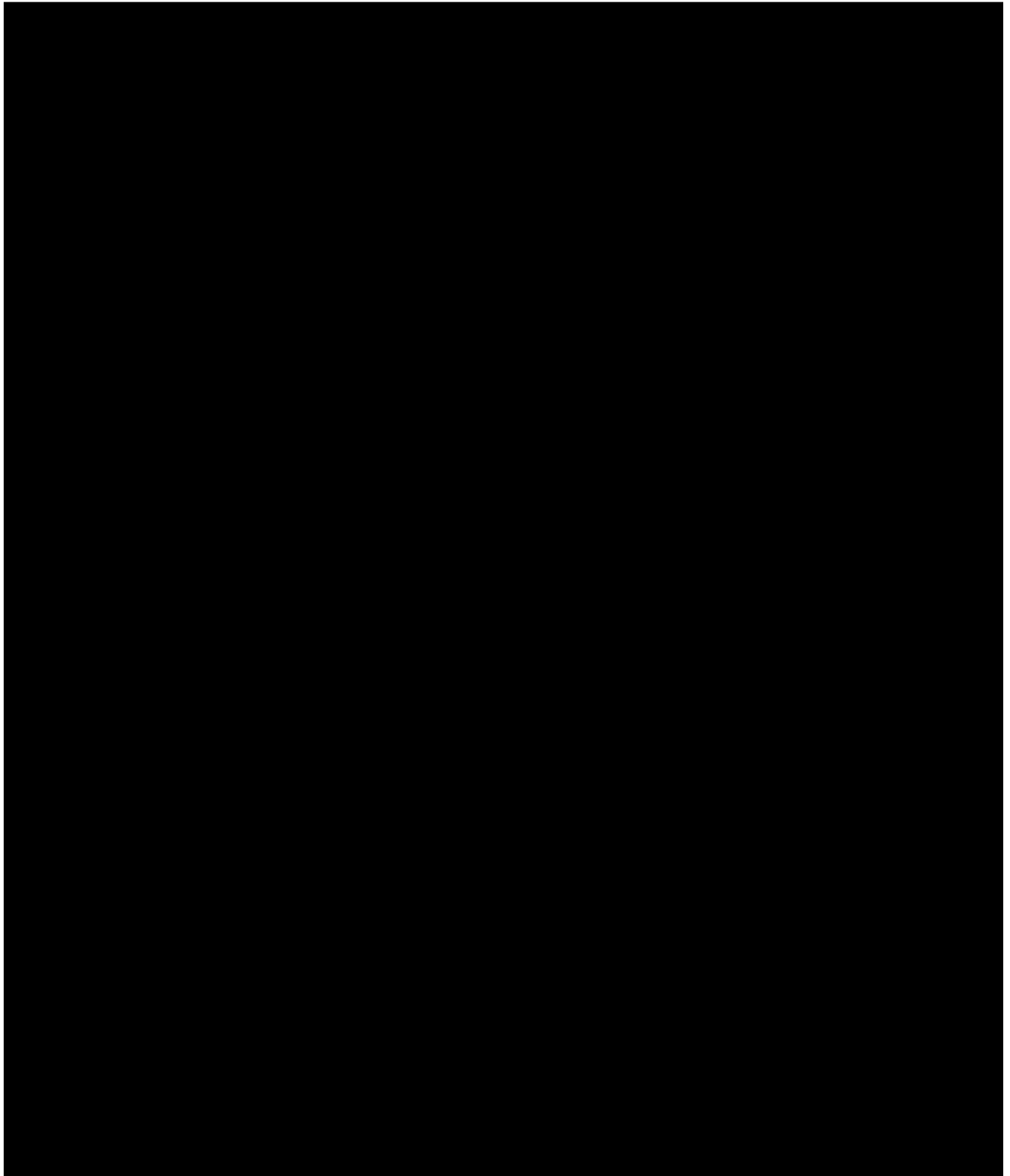


REPRESENTATIONS; ACKNOWLEDGEMENTS





MISCELLANEOUS



8.11 **Entire Agreement.** This document, including its three attachments [Attachment A "State Law Modifications," Attachment B "Governing Law and Jurisdiction," and Attachment C "List of Prior Intellectual Property"] contains the entire agreement of the parties related to the matters addressed in this Agreement. This Agreement may not be modified orally but only by a written agreement, signed by me and the Vice President of Human Resources for Stryker Corporation. This Agreement supersedes any and all prior agreements between the parties with respect to the matters addressed in this Agreement.

8.12 **Prior Agreements.** Except as may be stated herein, I agree and acknowledge that this Agreement supersedes prior agreements between me and Stryker with respect to the subject matter addressed in this Agreement.

BY SIGNING BELOW, I ACKNOWLEDGE THAT I HAVE READ THE AGREEMENT AND ITS ATTACHMENTS AND UNDERSTAND AND AGREE TO EACH OF THEIR PROVISIONS.

Executed by:  
Jason H. Steinke  
EMPLOYEE'S SIGNATURE

Jason H Steinke  
PRINT NAME

7/18/2016  
DATE:

ATTACHMENT A



**ATTACHMENT B**

**Governing Law and Jurisdiction**

In accordance with Sections 1.3 and 8.2, the terms of this Agreement shall be governed by the state law and venued exclusively according to the chart below which shall be based on the Stryker entity that employs me at the time of my termination. I consent to the venue, and exclusive personal and subject matter jurisdiction according to the chart below. If employed by the entity listed below, the exclusive applicable governing law and exclusive venue and jurisdiction shall be:

| <b><u>Employer</u></b>             | <b><u>Applicable Law, Venue and Jurisdiction</u></b> |
|------------------------------------|--|
| Howmedica Osteonics Corp.          | New Jersey   |
| Stryker Corporation                | Michigan   |
| Stryker Sales Corporation          | Michigan   |
| Stryker Performance Solutions, LLC | New Jersey   |
| Stryker Communications, Inc.       | Michigan   |

**ATTACHMENT C**

**List of Prior Intellectual Property**