

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT6481706

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT	
<b>NATURE OF CONVEYANCE:</b>	EMPLOYEE AGREEMENT	
<b>CONVEYING PARTY DATA</b>		
	<b>Name</b>	<b>Execution Date</b>
	SVEN KULLIK	09/07/2012
<b>RECEIVING PARTY DATA</b>		
<b>Name:</b>	NORMA GERMANY GMBH	
<b>Street Address:</b>	EDISONSTRASSE 4	
<b>City:</b>	MAINTAL	
<b>State/Country:</b>	GERMANY	
<b>Postal Code:</b>	63477	
<b>PROPERTY NUMBERS Total: 1</b>		
<b>Property Type</b>	<b>Number</b>	
<b>Application Number:</b>	16643674	
<b>CORRESPONDENCE DATA</b>		
<b>Fax Number:</b>		
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.</i>		
<b>Phone:</b>	2486893500	
<b>Email:</b>	meerhaeghe@reising.com	
<b>Correspondent Name:</b>	REISING ETHINGTON P.C.	
<b>Address Line 1:</b>	755 W. BIG BEAVER ROAD	
<b>Address Line 2:</b>	SUITE 1850	
<b>Address Line 4:</b>	TROY, MICHIGAN 48084	
<b>ATTORNEY DOCKET NUMBER:</b>	8617.3031.001	
<b>NAME OF SUBMITTER:</b>	COREY M. BEAUBIEN	
<b>SIGNATURE:</b>	/Corey M. Beaubien/	
<b>DATE SIGNED:</b>	01/06/2021	
<b>Total Attachments: 10</b>		
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source=English Translation of Employment Agreement Sven Kullik English Translation - Redacted for Recording#page3.tif		

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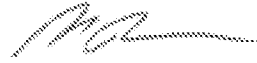
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In accordance with 37 C.F.R. 3.26, I hereby confirm that I translated the employment agreement between NORMA Group Holding GmbH and NORMA Germany GmbH, and Mr. Sven Kullik, dated 7 September 2012. The translation was from the German language to English, and is presented on subsequent pages.



**Signature of translator**

July 29, 2020

**Date**

**Printed name of translator:** Dr. Nicholas Bachtadse

## ***EMPLOYMENT CONTRACT***

Between

**NORMA Group Holding GmbH**

(hereinafter referred to in short as NORMA)

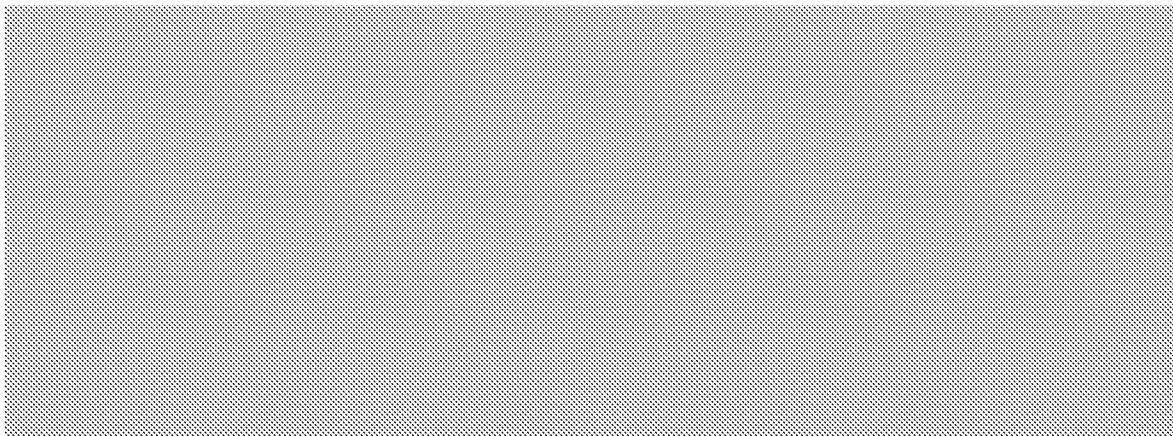
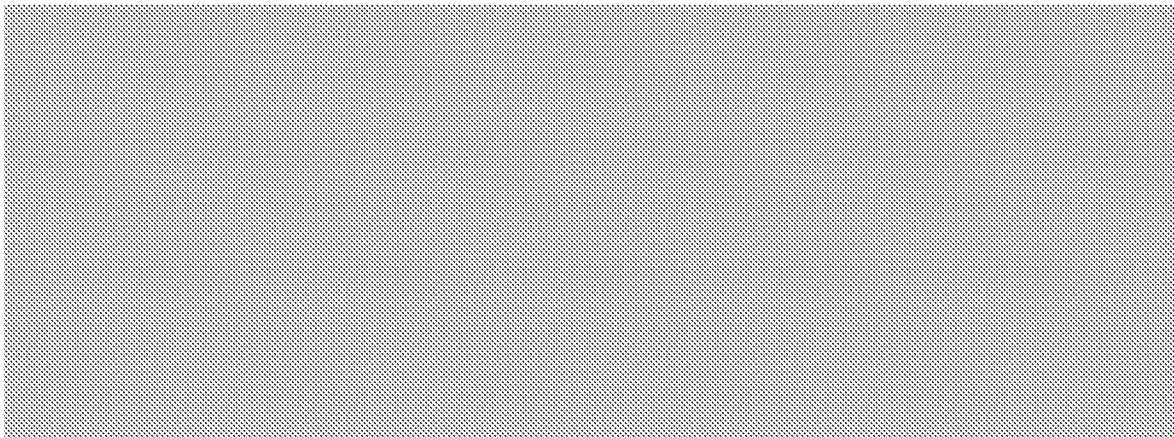
and

Mr Sven Kullik,



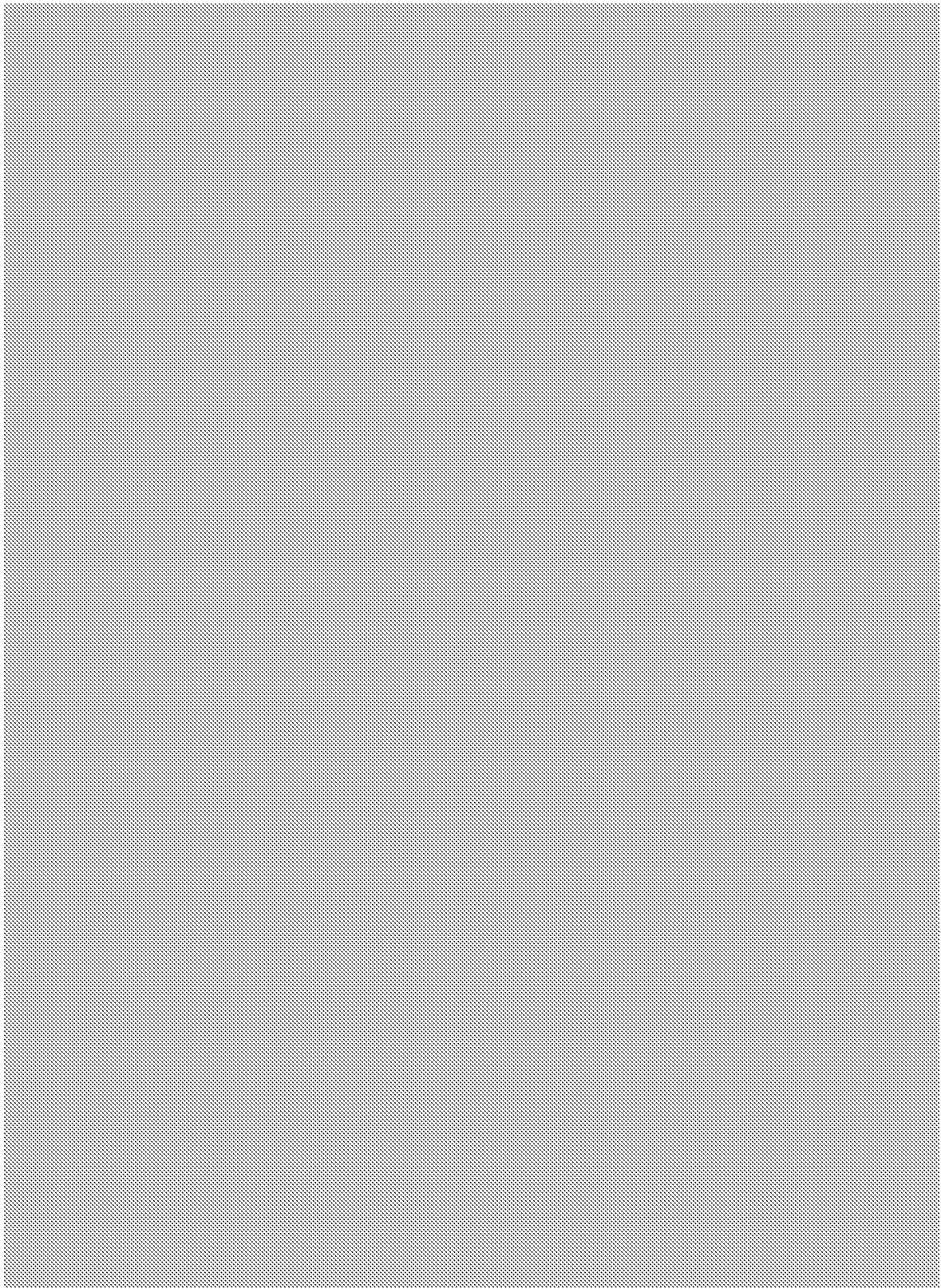
(hereinafter referred to in short as "employee" without any regard to sex)

the following non-tariff employment contract is concluded:





**PATENT**  
**REEL: 054907 FRAME: 0475**



**PATENT**  
**REEL: 054907 FRAME: 0476**



**PATENT**  
**REEL: 054907 FRAME: 0477**



#### **§ 10 Usufruct / Copyright in Work Results**

1. All work results of the employee are NORMA's property. They include the work results that the employee has achieved alone or together with employees when performing his work, also during the planning and development of EDP programmes, and, in addition, results that have been achieved not directly in connection with an ordered task, provided that they relate to the business operations or tasks of NORMA.
2. For all work results covered by copyright and achieved by the employment at NORMA, the employee grants NORMA exclusive and unlimited usufruct and exploitation right for all known kinds of usufruct and exploitation. They include, in particular, the right to reproduce, process, modify or translate the mentioned work results and to publish or exploit them in the original or modified form without the employee's explicit agreement. NORMA is further entitled, without special agreement in each case, to transfer this right entirely or partly to other persons or to grant other persons usufruct and exploitation rights.
3. All claims of the employee regarding the transfer of these rights to NORMA are satisfied based on the remuneration. This agreement shall be valid also after the end of the employment.

#### **§ 11 Duty to Learn**

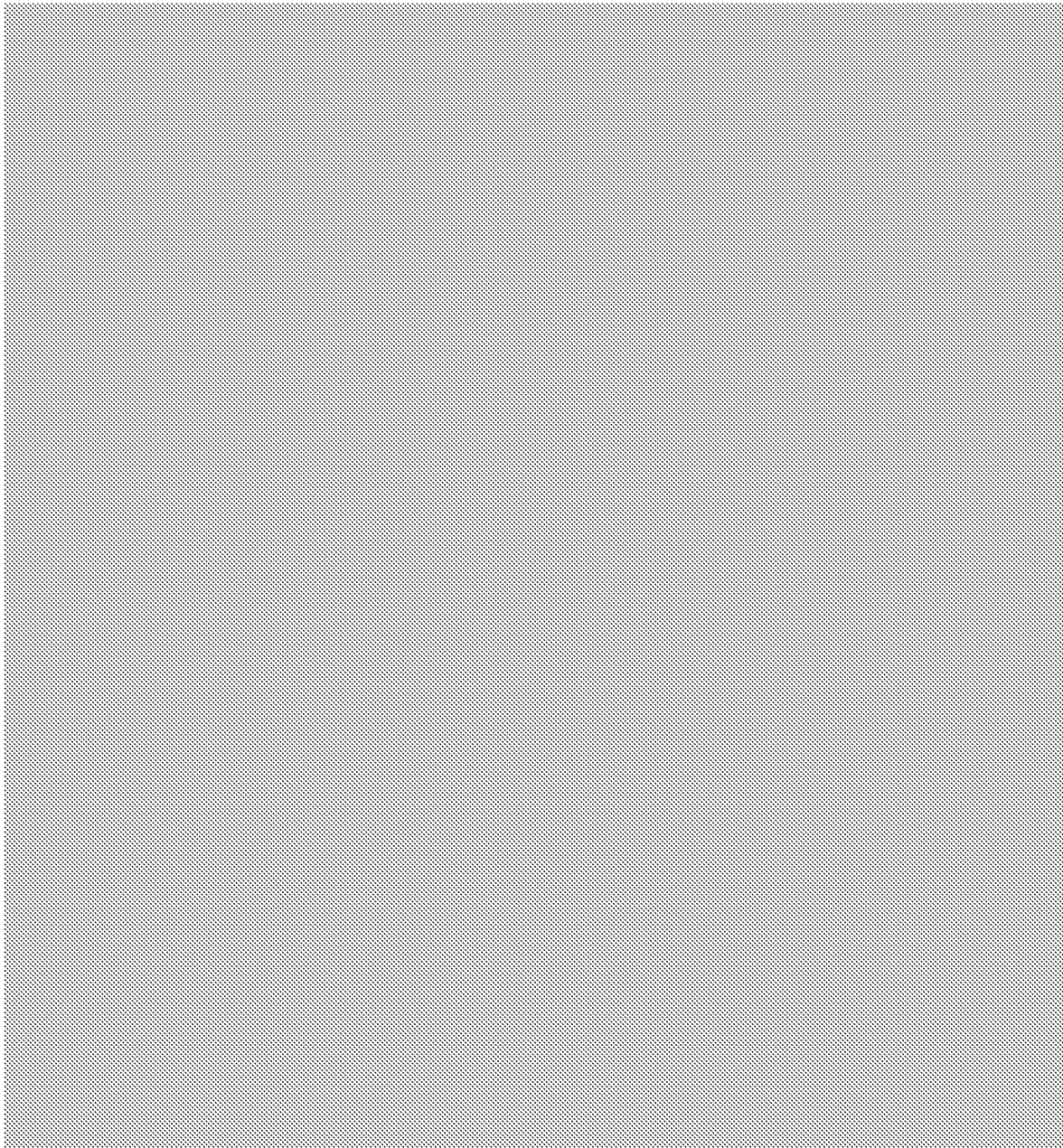
If the requirements for the workplace of the employee change, in particular due to technical/organizational and/or competitive reasons, the employee agrees to acquire all

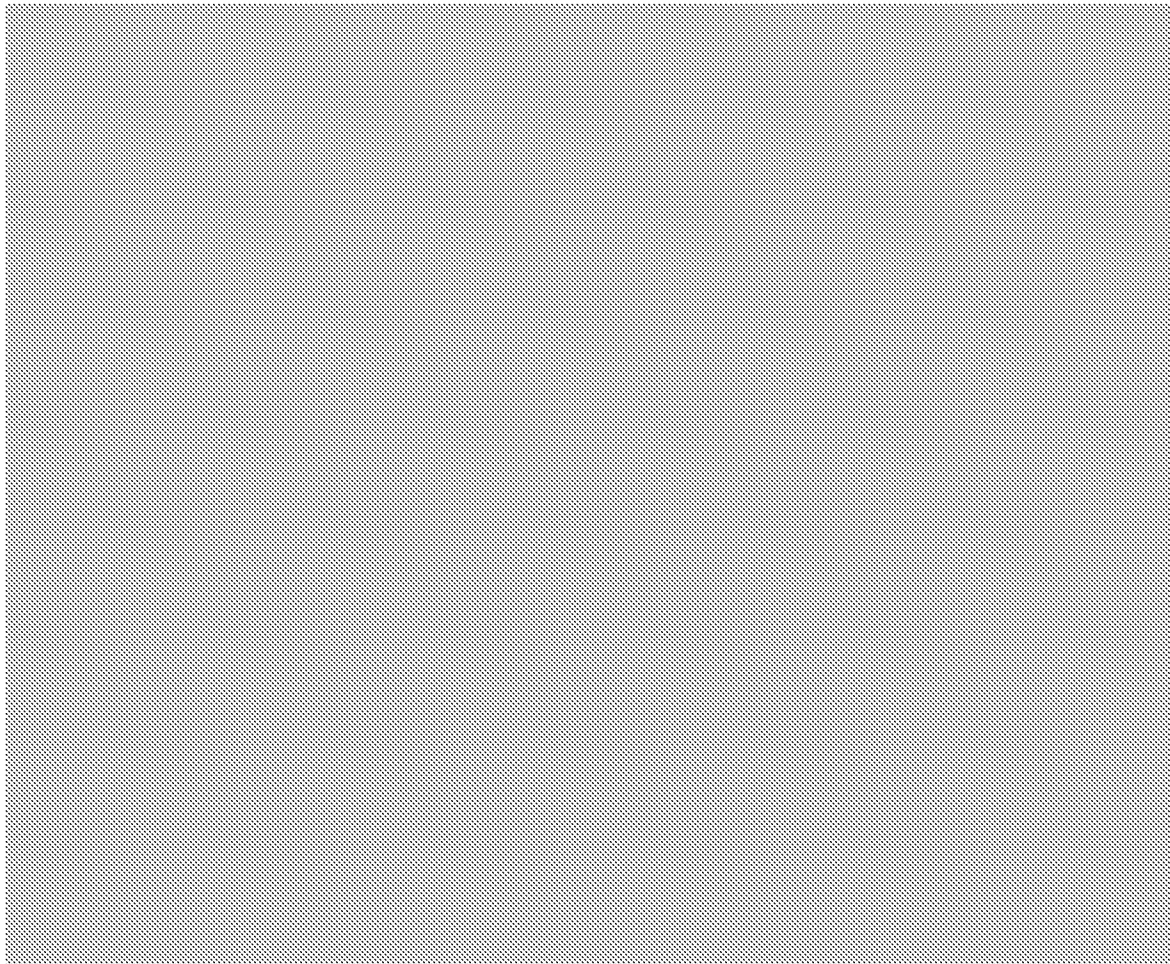


additional knowledge and skills necessary for dealing with changed requirements, if and to the extent that he is capable thereof.

**§ 12 Company Inventions**

1. The employee has to inform NORMA immediately in writing about all inventions made during his employment with the company.
2. Employee invention law applies accordingly.





Maintal, 7 September 2012

NORMA Group Holding GmbH

Sven Kuillik



