

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT6728293

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
NIKAM TANAJIRAO VIJAY	04/15/2016
RECEIVING PARTY DATA	
Name:	mitsubishi electric corporation
Street Address:	7-3, MARUNOUCHI 2-CHOME, CHIYODA-KU
City:	TOKYO
State/Country:	JAPAN
Postal Code:	100-8310
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	17260580
CORRESPONDENCE DATA	
Fax Number:	
<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>	
Phone:	5713766333
Email:	anaquaddocketing@xsensus.com
Correspondent Name:	XSENSUS, LLP
Address Line 1:	200 DAINGERFIELD ROAD, SUITE 201
Address Line 4:	ALEXANDRIA, VIRGINIA 22314
ATTORNEY DOCKET NUMBER:	15494US01
NAME OF SUBMITTER:	SHELLY LEDERLE
SIGNATURE:	/Shelly Lederle/
DATE SIGNED:	05/25/2021
Total Attachments: 7	
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Employee Work Regulations

(Omitted)

Article 82. (The Right to Receive Patent and Other Protection for Inventions and Creative Works)

The right to receive patent and other protection with respect to inventions and creative works made by employees shall be vested in the Company from the time any such invention or creative work is made. Remuneration and other incentives therefor shall be provided as set forth in the relevant provisions of these Regulations.

(Omitted)

社員就業規則

(略)

第82条 (発明創作に伴う特許等を受ける権利の取扱い)

社員がした職務発明・創作についての特許等を受ける権利は、その発生した時から会社に帰属する。
これに対する報奨その他の取扱いについては別に定めるところによる。

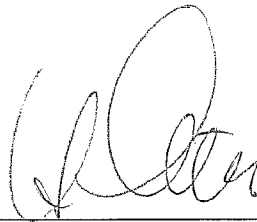
(略)

VERIFICATION OF TRANSLATION

I, the undersigned, of c/o SAKAI International Patent Office, 8-1, Kasumigaseki 3-chome, Chiyoda-ku, Tokyo 100-0013 Japan, hereby declare that I am a translator of the document attached, and that the attached document is a true and correct translation made by me to the best of my knowledge and belief.

Employee Work Regulations

Signature of Translator: _____



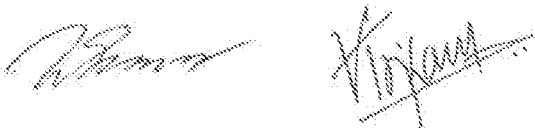
Hiroyuki SATOH

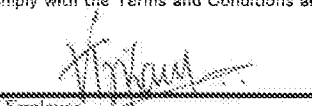
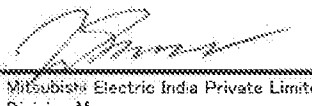
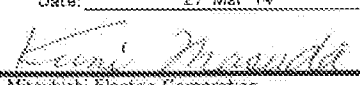
Date: April 23, 2021

Agreement of Overseas Deputation

The following are the terms and conditions of employment for overseas recruited engineers or expatriates from foreign company (hereinafter referred to as "Employee") to Mitsubishi Electric Nagoya Works (hereinafter referred to as "MELCO").

1 Employee's Name <u>VIJAY TANAJIRAO NIKAM</u>	2 Nationality <u>[REDACTED]</u>
3 Employment Status <u>Full time Employment for period of Deputation</u>	
4 Employment Term from <u>[REDACTED]</u> to <u>[REDACTED]</u> (12 months) ※Assuming satisfactory performance by Employee and the mutual agreement of MELCO and Employee, the parties shall enter into written confirmation of the extension of the employment term for the second year. The same process shall apply for the third year of employment.	
5 Working time <u>8:30am - 5:00 pm, from Mon. to Friday (Nagoya).</u> ※Holidays are follow MELCO's calendar schedule.	6 Workplace <u>Nagoya Works, MELCO</u>
7 Annual Paid Personal Leave (hereinafter referred to as "APPL") from <u>[REDACTED]</u> to <u>[REDACTED]</u> APPL are available. ※These APPL may be used, subject to the approval of Employee's manager, at mutually convenient times. ※Unused APPL from the current year may be carried over into the next year, but only for one additional twelve-month period. Employee will not be paid for unused APPL.	
8 Paid Vacation Home Leave <u>5</u> Paid Vacation Home Leave days / year are available. ※A five day paid vacation home leave plus one round-trip, discounted economy class air ticket between Japan and Employee's home, in addition to the Employee's APPL and are to be used solely for the purpose of home leave will be borne by MELCO. ※Unused paid vacation home leave can not be carried over into the next employment year and Employee will not be paid for unused days.	
9 Payment Salary ¥ <u>[REDACTED]</u> / month Bonus ¥ <u>0</u> / year ※Calculated by following ORC formula. ※Calculated term is from the 16th to the next 15th, Distribution date is on the 25th of each month. ※Employee's salary will automatically be deposited in his/her personal bank account in Japan. ※Every year there will be a salary review, in accordance with local guidelines. However, the salary review does not guarantee an increase in the Employee's salary. ※Salary paid in Japan shall be paid to Expatriate's bank account in Japan by MELCO.	
10 Other Payment Allowance covered by MELCO (1)Arrival Allowance ¥ <u>[REDACTED]</u> (Single/Unaccompanied) ¥ <u>[REDACTED]</u> (with Family) (2)Departure Allowance ¥ <u>[REDACTED]</u> (Single) ¥ <u>[REDACTED]</u> (with Family) ¥ <u>[REDACTED]</u> (Unaccompanied) (3)Reasonable commuting fees to and from work (4)Reasonable costs of shipping personal belongings to Japan from Employee's city of residence, up to a single shipment of 141 cubic feet by sea freight and 66 pounds by unaccompanied air freight, or 150kgs by flight plus normal accompanied baggage allowance. (5)One discounted economy class air ticket from Employee's home airport to Japan. ※From Japan to Employee's home at the termination of employment with MELCO, the cost will be covered by MELCO (6)Business trip expenses	
11 Social Insurance All employees are required to participate in the Social Insurance below. (1)Health Insurance (2)Welfare Insurance (3)Unemployment Insurance ※These insurance fees will be deducted automatically from the Employee's monthly salary after grossing up. ※Employees leaving Japan enrolled in Japanese public pension schemes can apply for the lump sum or partial withdrawal payment up to the 3 years.	
12 Deductions Below are the deduction from Employee's monthly salary after grossing up. (1)Income Tax (2)District Local Tax (3)MELCO social fee (4)Social Insurance fee (5)Lunch fee (according to the number of lunches ordered)	
13 Housing Assistance (1)Housing ①for single / unaccompanied Employee Provide subsidized housing (bachelor apartment). ②for Employee with family Provide MELCO owned apartment, specifically for the married. ※All residences shall be furnished by MELCO with the following items: bed (or futon), ceiling lights, dining table, chairs, cupboard, refrigerator, air conditioner, microwave oven, washing machine and vacuum cleaner. ※If the place of residence does not have a phone line connected, MELCO will cover the costs. (Costs do not include phone equipment.) ※Dishes and pots are not provided. ※Light, Fuel and Water Expenses are covered by Employee. (2)Relocation Not Provide the money for relocation. (3)Rent allowance ①Up to <u>[REDACTED]</u> / month Included in the Employee's salary. ②Rent exceed <u>[REDACTED]</u> / month MELCO will pay 50% of the amount exceeding <u>[REDACTED]</u> / month. ※Company portion will not exceed <u>[REDACTED]</u> per month. ⇒Your Rent will be ¥ <u>[REDACTED]</u> month in Nagoya.	

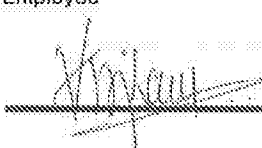



14	<p>Japanese Lesson Provide [redacted] / person as the training allowance for tuition and books for Japanese language. ※Employee's family members are also eligible for training. ※Dictionaries, etc. for personal use (Not provided) ※Employee's comprehension level of the Japanese language will be tested and thereafter Employee will be placed in the appropriate classes. ※Lesson fee is covered by MELCO, but Commuting fee for language school is to be borne by Employee.</p>
15	<p>Compensation After the Expatriate will finish the expatriate-period, the Expatriate will continue the employment for Mitsubishi Electric Group (in Meico or MEI or other Meico subsidiary). The Expatriate commits to work for Mitsubishi Electric Group at least 3 years after his return to MEI. If he/she wants to leave Mitsubishi Electric Group earlier, he/she has to pay to MELCO the sum of IMINR as compensation for towards the expenses incurred in MELCO.</p>
16	<p>Performance Evaluation During the deputation term, progress will be observed and evaluated. The department manager or supervisor will assist the Employee in training by outlining the duties and responsibilities of his or her position, as well as the procedures and details of the job. After 3 and 6 months of employment, the Employee will be evaluated by the department manager or supervisor and the evaluation will be discussed with the Employee. At the end of the deputation term, a formal review will be conducted with the local personnel department and with Employee's supervisor.</p>
17	<p>Termination Subject to the expectations, Employee and MELCO understand and agree that either party may terminate this contract at any time with or without cause upon at least 30 days prior written notice. In the event of such an early termination, MELCO shall have no obligation to Employee for any salary, wages or benefits after the effective date of such termination, regardless of reason for termination. Upon termination, the employee's full and final settlement paycheck shall be deposited to the employee's account in Japan on the next regularly scheduled pay roll payment date. In the event of involuntary termination for reasons other than just cause, MELCO shall provide Employee with a one way return economy class airplane ticket to Employee's home airport in INDIA and shall pay the return freight for Employee's personal belongings for up to 141 cubic feet by sea freight and \$6 pounds by unaccompanied air freight. If Employee voluntarily terminates his or her employment with MELCO prior to the termination of the initial term of the Agreement, MELCO shall have no obligation to pay for any costs or expenses in connection with Employee's return to his or her home country.</p>
18	<p>Confidentiality. Employee has to follow MELCO's rules and regulations for inventions and discoveries</p>
19	<p>Compliance with Company Rule Employee shall be given a copy of MELCO's attendance policy and other personnel policies and procedures during orientation in Japan. Employee shall comply with MELCO "Employee work regulations" which covers personnel policies and procedures. In addition, Employee shall obey and abide by the terms and conditions contained in this agreement. In the event of any conflict between these terms and conditions and this employment contract, the terms of this Agreement shall prevail. All other work rules and regulations are in accordance with the normal rules at each location.</p>
20	<p>Arbitration and Jurisdiction. The parties agree that all disputes arising out of or relating to these Terms and Conditions or to the employment relationship shall, on the request of one party served on the other, be submitted to neutral arbitration, by a single arbitrator of the Japan Commercial Arbitration Association. The proceedings shall be conducted in the English language before a single arbitrator within 3 months after the date a request for arbitration has been made. This agreement and the employment relationship shall be governed and interpreted solely by and in accordance with the laws of Japan. The award of the arbitrator shall be in writing and in English and shall specify the factual and legal basis for the award. Judgement upon the award may be entered in any court of Japan or India having proper jurisdiction. Each party shall bear its own costs and expenses of arbitration.</p>
21	<p>Agreement After reviewing the Terms and Conditions set forth above, hereby I, <u>VIJAY TANAJIRAO NIKAM</u> acknowledge that I have read and understood the contents, and that by signing below, I agree to comply with the Terms and Conditions above.</p> <p style="text-align: right;">Date: <u>27-Mar-14</u></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p> _____ Employee</p> <p> _____ Mitsubishi Electric India Private Limited Division Manager Noriyuki Shimizu</p> </div> <div style="width: 45%;"> <p> _____ Mitsubishi Electric Corporation Manager of General Affairs Dept. Kuniaki Masuda</p> </div> </div>

Agreement of Overseas Deputation (Extension)

The following are the terms and conditions of employment for overseas recruited engineers or expatriates from foreign company (hereinafter referred to as "Employee") to Mitsubishi Electric Nagoya Works (hereinafter referred to as "MELCO").

1	Employee's Name <u>NIKAM VIJAY TANAJIRAO</u>	2	Nationality <u> </u>
3	Employment Status <u>Full time Employment</u>		
4	Employment Term from <u> </u> (9 months) ※This contract is effective retroactively to April 1, 2015.		
5	Working time <u>8:30am - 5:00 pm, from Mon. to Friday</u> ※holidays are follow MELCO's calender schedule.	6	Workplace <u> </u>
7	Annual Paid Personal Leave (hereinafter referred to as "APPL") from <u> </u> APPL are available. ※These APPL may be used, subject to the approval of Employee's manager, at mutually convenient times. ※Unused APPL from the current year may be carried over into the next year, but only for one additional twelve-month period. Employee will not be paid for unused APPL.		
8	Paid Vacation Home Leave <u> </u> Paid Vacation Home Leave days / year are available. ※a four-day paid vacation will be provided in addition to the Employee's APPL. It can be spent only for the purpose of home leave. MELCO will cover one round-trip, discounted economy class air ticket only once when Employee go back his/her country. ※Unused paid vacation home leave can not be carried over into the next employment year and Employee will not be paid for unused days.		
9	Payment Salary ¥ <u> </u> / month Bonus ¥ <u> 0</u> / year ※Calculated by following ORC formula. ※Calculated term is from the 18th to the next 15th. Distribution date is on the 25th of each month. ※Employee's salary will automatically be deposited in his/her personal bank account in Japan. ※Every year there will be a salary review, in accordance with local guidelines. However, the salary review does not guarantee an increase in the Employee's salary. ※Salary paid in Japan shall be paid to Expatriate's bank account in Japan by MELCO. ※Monthly Employee's salary includes ¥50,000 as housing allowance.		
10	Other Payment Allowance covered by MELCO (1)Departure Allowance ¥ <u> </u> (Single) ¥ <u> </u> (with Family) ¥ <u> </u> (Unaccompanied) (2)Reasonable commuting fees to and from work (3)Reasonable costs of shipping personal belongings to Japan from Employee's city of residence, up to a single shipment of 141 cubic feet by sea freight and 66 pounds by unaccompanied air freight, plus normal accompanied baggage allowance. (4)One economy class air ticket from From Japan to Employee's home at the termination of employment (5)Business trip expenses		
11	Social Insurance All employees are required to participate in the Social Insurance below. (1)Health Insurance (2)Welfare Insurance (3)Unemployment Insurance ※these insurance fee will be deducted automatically from the Employee's monthly salary after grossing up. ※Employees leaving Japan enrolled in Japanese public pension schemes can apply for the lump sum or partial withdrawal payment up to the 3 years.		
12	Deductions Below are the deduction from Employee's monthly salary after grossing up. (1)Income Tax (2)District Local Tax (3)MELCO social fee (4)Social Insurance fee (5)Lunch fee (according to the number of lunches ordered) (6) Monthly Rent ⇒Your Rent will be <u> </u> / month in <u> </u>		
13	Housing Assistance (1)Housing Provide subsidized housing (bachelor apartment) ※All residences shall be furnished by MELCO with the following items: bed (or futon), ceiling lights, dining table, chairs, cupboard, refrigerator, air conditioner, microwave oven, washing machine and vacuum cleaner. ※If the place of residence does not have a phone line connected, MELCO will cover the costs. (Costs do not include phone equipment.) ※Dishes and pots are not provided. ※Light, Fuel and Water Expenses are covered by Employee. (2)Relocation Not Provide the money for relocation.		
14	Compensation After the Expatriate will finish the expatriate-period, the Expatriate will continue the employment for Mitsubishi Electric Group (in Melco or MEI or other Melco subsidiary). The Expatriate commits to work for Mitsubishi Electric Group at least 3 years after his return to MEL. If he/she wants to leave Mitsubishi Electric Group earlier, he/she has to pay to MEI the sum of 1 million INR as compensation for towards the training expense incurred in MELCO.		

15	<p>Performance Evaluation</p> <p>During the deputation term, progress will be observed and evaluated. The department manager or supervisor will assist the Employee in training by outlining the duties and responsibilities of his or her position, as well as the procedures and details of the job. After 6 months of employment, the Employee will be evaluated by the department manager or supervisor and the evaluation will be discussed with the Employee. At the end of the deputation term, a formal review will be conducted with the local personnel department and with Employee's supervisor.</p>
16	<p>Termination</p> <p>Subject to the expectations, Employee and MELCO understand and agree that either party may terminate this contract at any time with or without cause upon at least 30 days prior written notice. In the event of such an early termination, MELCO shall have no obligation to Employee for any salary, wages or benefits after the effective date of such termination, regardless of reason for termination. Upon termination, the employee's full and final settlement paycheck shall be deposited to the employee's account in Japan on the next regularly scheduled pay roll payment date. In the event of involuntary termination for reasons other than just cause, MELCO shall provide Employee with a one way return economy class airplane ticket to Employee's home airport in INDIA and shall pay the return freight for Employee's personal belongings for up to 141 cubic feet by sea freight and 66 pounds by unaccompanied air freight. If Employee voluntarily terminates his or her employment with MELCO prior to the termination of the initial term of the Agreement, MELCO shall have no obligation to pay for any costs or expenses in connection with Employee's return to his or her home country</p>
17	<p>Confidentiality.</p> <p>Employee has to follow MELCO's rules and regulations for inventions and discoveries</p>
18	<p>Compliance with Company Rule</p> <p>Employee shall be given a copy of MELCO's attendance policy and other personnel policies and procedures during orientation in Japan. Employee shall comply with MELCO "Employee work regulations" which covers personnel policies and procedures. In addition, Employee shall obey and abide by the terms and conditions contained in this agreement. In the event of any conflict between these terms and conditions and this employment contract, the terms of this Agreement shall prevail. All other work rules and regulations are in accordance with the normal rules at each location.</p>
19	<p>Arbitration and Jurisdiction.</p> <p>The parties agree that all disputes arising out of or relating to these Terms and Conditions or to the employment relationship shall, on the request of one party served on the other, be submitted to neutral arbitration, by a single arbitrator of the Japan Commercial Arbitration Association. The proceedings shall be conducted in the English language before a single arbitrator within 3 months after the date a request for arbitration has been made. This agreement and the employment relationship shall be governed and interpreted solely by and in accordance with the laws of Japan. The award of the arbitrator shall be in writing and in English and shall specify the factual and legal basis for the award. Judgement upon the award may be entered in any court of Japan or India having proper jurisdiction. Each party shall bear its own costs and expenses of arbitration.</p>
20	<p>Agreement</p> <p>After reviewing the Terms and Conditions set forth above, hereby I, <u>NIKAM VIJAY TANAJIRAO</u> acknowledge that I have read and understood the contents, and that by signing below, I agree to comply with the Terms and Conditions above.</p> <p style="text-align: right;">Date: <u>2015/04/16</u></p> <p>Employee Mitsubishi Electric Corporation Senior Manager of General Affairs Dept. Kazuhito Fukuda</p> <p style="text-align: center;"> </p>