

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT6986761

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT	
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT	
<b>CONVEYING PARTY DATA</b>		
	<b>Name</b>	<b>Execution Date</b>
	IVAN CORDERO	08/11/2014
<b>RECEIVING PARTY DATA</b>		
<b>Name:</b>	BOWMAN POWER GROUP LIMITED	
<b>Street Address:</b>	BELVIDERE ROAD	
<b>Internal Address:</b>	OCEAN QUAY	
<b>City:</b>	SOUTHAMPTON, HAMPSHIRE	
<b>State/Country:</b>	UNITED KINGDOM	
<b>Postal Code:</b>	SO14 5QY	
<b>PROPERTY NUMBERS Total: 1</b>		
	<b>Property Type</b>	<b>Number</b>
	Patent Number:	11005389
<b>CORRESPONDENCE DATA</b>		
<b>Fax Number:</b>	(865)674-5349	
<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>	8652692673	
<b>Email:</b>	Docketing@blanchard-patent.com	
<b>Correspondent Name:</b>	JACOB G. HORTON	
<b>Address Line 1:</b>	P.O. BOX 5657	
<b>Address Line 4:</b>	OAK RIDGE, TENNESSEE 37831	
<b>ATTORNEY DOCKET NUMBER:</b>	MURG_0012_US	
<b>NAME OF SUBMITTER:</b>	JACOB G. HORTON	
<b>SIGNATURE:</b>	/Jacob G. Horton/	
<b>DATE SIGNED:</b>	10/25/2021	
<b>Total Attachments: 4</b>		
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## **Confidentiality and Non-Competition Agreement (Employee)**

This Agreement made on the entered into by Ivan Cordero on 11<sup>th</sup> August 2014 residing at 63 Binswood Avenue, Leamington Spa, Warwickshire, CV32 5SA (the "Employee") and BOWMAN POWER GROUP LIMITED, registered number 4998277, of Ocean Quay, Belvidere Road, Southampton, Hampshire, SO14 5QY (the "Company") together hereinafter referred to as the Parties to the Agreement.

### **1. Confidentiality**

In consideration of my employment by the Company and of the compensation received I hereby agree:

- (a) that, all Confidential Information that I may be responsible for producing during my employment with the Company shall be the exclusive property of the Company.

By way of illustration, but not limitation, Confidential Information includes information and know-how, whether or not in writing, of a private, secret or confidential nature concerning the Company's business or financial affairs including inventions, products, processes, methods, techniques, formulas, compositions, compounds, projects, developments, business, product and project plans, drawings, designs, reports, models, component parts, research data, clinical data, financial data, personnel data, computer programs, and customer and supplier lists whether created by me or others.

- (b) that during or after my employment, I will not disclose any Confidential Information to others outside the Company or use the same for any unauthorised purposes without written approval by an officer of the Company, unless and until such Confidential Information has become public knowledge without fault on my part. All information shall be considered private, secret or confidential unless marked for disclosure or listed in the exceptions (f) below.

- (c) that all files, letters, memoranda, reports, records, data, sketches, drawings, laboratory notebooks, program listings, or other written, photographic, or other tangible material containing Confidential Information, whether created by me or others, which shall come into my custody or possession, shall be and are the exclusive property of the Company to be used by me only in the performance of my duties for the Company and shall be returned by me to the Company immediately upon termination of my employment.

- (d) that my obligation not to disclose or use information, know-how and records of the types set forth in paragraphs (a) and (b) above, also extends to such

types of information, know-how, records and tangible property of customers of the Company or suppliers to the Company or other third parties who may have disclosed or entrusted the same to the Company or to me in the course of the Company's business.

(e) Reference to the Company includes subsidiaries and associates and the Company's, its subsidiaries and associates predecessors and successors.

(f) Confidential Information shall not include information which:

- (i) is in my knowledge or possession prior to the time of employment with the Company except Confidential Information belonging to the Company's predecessors and successors;
- (ii) is part of the public knowledge or domain;
- (iii) is subsequently received by me from a third party, independently and without any binder or secrecy;
- (iv) subsequently becomes part of the public knowledge or domain, through no fault of mine.

## 2. Non-Compete

(a) In consideration of my employment by the Company and of the compensation received, during my employment with the Company and for a period of six (6) months after the termination or expiration thereof, I agree that unless specifically agreed by the Company in writing, I will not directly or indirectly:

i) carry on or be in any way engaged, concerned or interested in (whether alone or in partnership) with any other person or persons or as the employee, assistant, manager, agent, consultant, director, joint venture, investor, lender or officer of any person, firm or company or otherwise (except as a holder of not more than one percent (1%) of any class of shares in a company quoted on a recognised stock exchange or otherwise as the Company may agree in writing) in the business of the development, manufacture, design, production, marketing, sale or rendering (or assist any other person in developing, manufacturing, designing, producing, marketing, selling or rendering) of products or services directly competitive with those developed, manufactured, designed, produced, marketed, sold or rendered by the Company.

With respect to this clause 2 (a) (i) only, in the event of redundancy the period to apply to non-compete will be the period covered by any notice payment or 6 months whichever is shortest;

(ii) solicit or induce, or attempt to induce, any person or persons employed by the Company in a senior managerial, sales or engineering capacity, to terminate their employment with, or otherwise cease their relationship with, the Company; provided, however, that this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel;

(iii) recruit, or attempt to recruit, any person or persons employed by the Company in a senior managerial, sales or engineering capacity; provided, however, that this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel;

(iv) solicit, divert or take away, or attempt to solicit divert or to take away, the business or patronage of any of the clients, customers or accounts, or prospective clients, customers or accounts, of the Company which were contacted, solicited or served by the Company during the one year prior to the termination of my employment with the Company; or

(v) do or say anything likely or calculated to lead any person, firm or company to withdraw from or cease to continue offering to the Company any rights of purchase, sale, import, distribution or agency then enjoyed by it.

(b) I agree that the covenants set out in this Section 2 are separate and severable and enforceable accordingly and, whilst the restrictions are considered by the Company and me to be reasonable in all the circumstances as at the date hereof, if any of the restrictions shall be adjudged to be valid and effective if part of the wording thereof was deleted or the periods thereof reduced or the area thereof reduced in scope, they shall apply with such modifications as may be necessary to make them valid and effective.

(c) The restrictions contained in this Section 2 are also necessary for the protection of the business and goodwill of the Company and are considered by me to be reasonable for such purposes

3. This Agreement is to be governed by and construed in accordance with the laws of England and Wales.

Signed

Print Name

Lindsay Newbold

Lindsay Newbold

11/8/14

Date

Lindsay Newbold, HR Manager  
On behalf of the Company

Signed

Print Name

Ivan Cordero

Ivan Cordero

12/9/2014

Date

[employee]

