

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT7062549

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
MILKO DIMOVSKI	01/22/2021
JEFFREY T. SHANTZ	01/22/2021
NICK HOLSTINE	04/26/2019
ALEX MANGIAPANE	01/22/2021
LIWEN LI	01/22/2021
HENRY E. RICHARDSON	01/22/2021
JOSEPH THOMAS	01/22/2021
CRAIG CHIEMELEWSKI	07/09/2002
RECEIVING PARTY DATA	
Name:	ZEPHYROS, INC.
Street Address:	160 MCLEAN DRIVE
City:	ROMEO
State/Country:	MICHIGAN
Postal Code:	48065
PROPERTY NUMBERS Total: 2	
Property Type	Number
Application Number:	17511266
Application Number:	15555999
CORRESPONDENCE DATA	
Fax Number:	(248)292-2910
<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:	2482922920
Email:	lujkaj@patentco.com
Correspondent Name:	ERIC S. HYDORN
Address Line 1:	29 W. LAWRENCE STREET
Address Line 4:	PONTIAC, MICHIGAN 48342
ATTORNEY DOCKET NUMBER:	1001.489US & 1001.489USC1
NAME OF SUBMITTER:	KRISTEN L. PURSLEY

SIGNATURE:	/Kristen L. Pursley/
DATE SIGNED:	12/08/2021
Total Attachments: 12 source=Assignment_1001_489USC1#page1.tif source=Assignment_1001_489USC1#page2.tif source=Assignment_1001_489USC1#page3.tif source=Assignment_1001_489USC1#page4.tif source=Assignment_1001_489USC1#page5.tif source=Assignment_1001_489USC1#page6.tif source=Assignment_1001_489USC1#page7.tif source=Assignment_1001_489USC1#page8.tif source=Assignment_1001_489USC1#page9.tif source=Assignment_1001_489USC1#page10.tif source=Assignment_1001_489USC1#page11.tif source=Assignment_1001_489USC1#page12.tif	

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

☐ The attached application, or☒ The United States Application Number or PCT International Application Number 15/555,999 filed on September 6, 2017 (and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,**ASSIGNOR:**

hereby sell, assign and transfer to

ASSIGNEE:

Milko Dimovski
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,908, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
SignatureMilko Dimovski

Residence:

Romeo, MI 48065

Date:

1-22-2021

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Emily FreemanWhose full post office address is: 160 McLean Drive, Romeo, MI 48065
Street, City, Postal Code, CountryMake oath and say that I was personally present and did see Milko Dimovski who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at:

On this 21 day of January, 2021Emily Freeman
Subscribing Witness

PATENT

REEL: 058333 FRAME: 0787

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

☐ The attached application, or☒ The United States Application Number or PCT International Application Number 15/555,999 filed on September 6, 2017 (and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,**ASSIGNOR:** hereby sell, assign and transfer to**ASSIGNEE:**

Jeffrey T. Shantz
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,908, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
Signature

Jeffrey T. Shantz

Residence:

Romeo, MI 48065

Date:

22 Jan 21

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Angela Shantz

Whose full post office address is:

2748 Miller Rd, Metemora 48455 USA
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see Jeffrey T. Shantz who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at:

2748 Miller Rd, Metemora

On this

22 day of January

2017 2021

Subscribing Witness

PATENT

REEL: 058333 FRAME: 0788

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

☐ The attached application, or

☒ The United States Application Number or PCT International Application Number 15/555,999 filed on September 6, 2017 (and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,

ASSIGNOR: hereby sell, assign and transfer to

ASSIGNEE:

Nick Holstine
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,908, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
Signature

Nick Holstine

Residence:

Romeo, MI 48065

Date:

4-26-2017

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Brendan K. Kenyon

Whose full post office address is: 160 McLean Drive, Romeo, MI 48065
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see Nick Holstine who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at: LAL PRODUCTS, INC. Romeo, MI

On this 26 day of APRIL, 2017

Brendan Kenyon
Subscribing Witness

(and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,

ASSIGNOR: hereby sell, assign and transfer to ASSIGNEE:

Alex Mangiapane

Zephyros, Inc.

160 McLean Drive

160 McLean Drive

Romeo, MI 48065

Romeo, MI 48065

Nationality: US

State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,906, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's Signature:  Alex Mangiapane

Residence: Romeo, MI 48065

Date:

1-22-21

Post Office Address: 160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Laura Mangiapane

Whose full post office address is:

4331 Croft Creek Drive Spring, TX. 77380
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see _____ who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at:

Laura Mangiapane

On this 22 day of January 2021

Subscribing Witness

COMBINED DECLARATION & ASSIGNMENT

Title of invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

☐ The attached application, or☒ The United States Application Number or PCT International Application Number 15/555,999 filed on September 8, 2017 (and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,

ASSIGNOR: hereby sell, assign and transfer to

ASSIGNEE:

Liwen Li
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 8, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016, 62/130,908, filed March 10, 2015, 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
Signature

Liwen Li

Residence:

Romeo, MI 48065

Date:

1/22/2021

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

I, Troy Li

Whose full post office address is 1740 Fireside Dr, Troy, MI 48068, USA
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see Liwen Li who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at 1740 Fireside Dr, Troy, MI 48068, USAOn this 22nd day of January, 2021

Troy Li
Subscribing Witness

PATENT

REEL: 058333 FRAME: 0792

COMBINED DECLARATION & ASSIGNMENT

Title of invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

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

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

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.

ASSIGNMENT OF INVENTION: In consideration of the payment by ASSIGNEE to ASSIGNORS of the sum of One Dollar (\$1.00), the receipt of which is hereby acknowledged, and for other good and valuable consideration,**ASSIGNOR:** hereby sell, assign and transfer to**ASSIGNEE:**

Henry E. Richardson
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,908, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
Signature

Henry E. Richardson

Residence:

Romeo, MI 48065

Date:

1/22/2021

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Whose full post office address is:

Street, City, Postal Code, Country

Make oath and say that I was personally present and did see Henry Richardson who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at: 2:30 pm

On this 22 day of January, 2017

Subscribing Witness

PATENT

REEL: 058333 FRAME: 0793

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: PULTRUDED ARTICLES AND METHODS FOR MAKING SAME

As the below named inventor, I hereby declare that:

This declaration is directed to:

☐ The attached application, or

☒ The United States Application Number or PCT International Application Number 15/555,999 filed on September 6, 2017 (and do hereby authorize Assignee or its designee to insert here the application number and filing date).

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

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ASSIGNOR: hereby sell, assign and transfer to

ASSIGNEE:

Joseph Thomas
160 McLean Drive
Romeo, MI 48065
Nationality: US

Zephyros, Inc.
160 McLean Drive
Romeo, MI 48065
State or Country of Formation: US

and the successors, assigns and legal representatives of the ASSIGNEE the entire right, title and interest for the United States and any foreign countries, including all rights to claim priority, in and to any and all improvements which are disclosed in the above-referenced application 15/555,999 filed on September 6, 2017, (and do hereby authorize Assignee or its designee to insert here the application number and filing date) including the right to claim priority in the United States or in any foreign countries, in and to PCT/US2016/021725, filed March 10, 2016; 62/130,908, filed March 10, 2015; 62/200,380, filed August 3, 2015 and 62/296,378, filed February 17, 2016 (the entire right, title and interest in each such application are also hereby sold, assigned and transferred to Assignee to the extent not already done so); and, in and to, all Letters Patent to be obtained for said invention by the above-referenced application or any continuation, continuation-in-part, division, renewal, or substitute thereof, and as to letters patent any reissue or re-examination thereof, including any and all rights to sue for past damages. ASSIGNOR hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment. ASSIGNOR further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said United States application, said invention and said Letters Patent which may be necessary or desirable to carry out the purposes thereof.

Inventor's
Signature

Joseph Thomas

Residence:

Romeo, MI 48065

Date:

1/22/21

Post Office Address:

160 McLean Drive
Romeo, MI 48065

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

Kayla Thomas

Whose full post office address is:

8224 Petz Rd, Imby City, 48444, USA
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see Joseph Thomas who is personally known or identified to me to be the inventor named in the attached assignment, duly sign and execute the same for the purposes therein stated.

Signed at: 8224 Petz Rd, Imby City, MI, 48444

On this 22nd day of January, 2021

Kayla Thomas
Subscribing Witness

PATENT

REEL: 058333 FRAME: 0794



Engineered Sealing Solutions for the Automotive Industry

160 McLean Drive • Box 308 • Romeo, MI 48065 USA

Main 1-810-336-1600 • Sales 1-810-336-1700 • Fax 1-810-336-1699

7/29/02 Start date

June 21, 2002

Dr. Craig Chmielewski
4266 Warrington Dr
Wixom MI 48393

Dear Craig:

We are pleased to offer you employment as the Materials Processing Senior Leader in the Research and Development Department with L & L Products, Inc. reporting directly to Matt Harthcock. Your anticipated start date will be July 22, 2002. Your duties will include conducting fundamental and statistical based research to understand process capabilities/requirements/needs, support manufacturing and R&D Material Development groups, supervising the R&D Materials Processing group, serving on the R&D staff, serving as the project leader for a cross functional effort to improve our material quality/consistency, and other duties as assigned from time to time. The material quality/consistency project is an extremely important initiative for our business. As the project leader for this initiative, you will be sponsored by a steering committee comprised of the Plant Managers and the R&D Director. These duties should be performed in a manner that will result in a positive impact on our people, operations and customers.

As an L & L employee, you are viewed as being able to significantly contribute to the profits of our Company. Your position is considered to be part of the salaried exempt group of L & L Products, Inc., and as such is "exempt from overtime", with compensation consisting of an annual base salary, quarterly profit sharing and bonus, medical coverage, term life insurance, annual vacation and retirement plan. Overtime and travel may be necessary and will be left to your discretion as needed to accomplish your projects and the Company objectives.

Your beginning base salary is \$1,540.00 weekly. In addition, you will receive compensation in the form of profit sharing and managers' bonus distributions (per the attached bonus schedule). Also attached to this document is a copy of the disability leave policy and death benefit policy for the people in the management bonus group. We do not guarantee employment for any length of time. Your employment may be terminated by yourself or the Company, with or without cause, with or without notice at any time.

PATENT

REEL: 058333 FRAME: 0795

Our medical coverage is currently provided by Blue Cross Blue Shield of Michigan, dental coverage is provided by United Concordia Companies. The Company provides term life insurance based on salary which would be \$50,000 in your case. Your coverage can be effective the first of the month following the month in which you begin your employment with the Company. L&L Products, Inc. has an employee retirement plan in which the Company contributes to the plan on behalf of its employees as of the first day of the month following the date you meet our eligibility requirements. Eligible employees are entitled to 100% of the funds upon retirement or other termination from the Company, that is to say, there is no "vesting period" as is commonly encountered in other firms. In addition to Company paid distributions, employees may elect to deposit their own money into their retirement fund under the 401(k) program, which you may do beginning the first day of the month following the date you meet our eligibility requirements. These programs are subject to government regulations and may change in the future.

All new L&L employees must submit to and pass a drug-screening test. This offer of employment is contingent upon passing such a test.

We will pay for membership in appropriate societies and associations and reimburse for educational costs per the Employee Handbook. All other policies and benefits that apply to you and all the Company's employees are as outlined in the Employee Handbook and in the Employment Application.

We very much look forward to your employment with our Company. If you have any questions, please give either of us a call.

Sincerely,



Matthew A. Harthcock, Ph.D.
Director of Research & Development



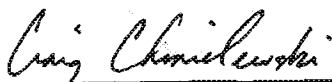
Claude Z. Demby
President

/enclosures

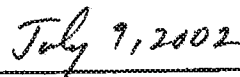
pjr

I understand that the position I am accepting is privy to confidential or proprietary information of L&L Products, Inc., such as trade secrets or other confidential information. As a result, and as a condition of my employment with L&L Products, Inc., I have reviewed, agreed to, and executed L&L Products, Inc.'s Intellectual Property Policy. I understand that violation of the provisions of L&L Products, Inc.'s Intellectual Property Policy may subject me to disciplinary action or dismissal. Further, I agree this obligation will remain in effect should my employment with L&L Products, Inc. end for any reason.

Signed:



Dr. Craig Chmielewski



Date



Engineered Sealing Solutions for the Automotive Industry

160 McLean Drive • Box 308 • Romeo, MI 48065 USA

Main 1-810-336-1600 • Sales 1-810-336-1700 • Fax 1-810-336-1699

July 25, 2002

Dr. Craig Chmielewski
4266 Warrington Dr.
Wixom, MI 48393

Dear Craig:

Following our agreement and discussion to offset the difference in your current base pay versus your L&L base pay and to ease cash flow issues with you moving closer to you work at L&L Products, we will advance you \$3428/week for seven weeks. The advanced amount will be repaid through profit sharing checks you receive after you begin employment with L&L Products.

You will begin work on Monday July 29, 2002. You will receive a total of a \$23,996 advance (7 x \$3428) through the first seven weeks of employment. You will receive your first advance the week of August 5, 2002 and the last advance the week of September 16, 2002.

Should for any reason employment be terminated prior to the outstanding balance being repaid through profit sharing, you will be responsible for repaying that amount of money to L&L Products.

Please let us know if you have any questions about this arrangement that we have made. We hope this meets you and your families needs as you join an exciting and dynamic business. We are very much looking forward to having you on our team and your contributions to the continued success of our business.

Best regards,

A handwritten signature in dark ink, appearing to read "Matthew A. Harthcock".

Matthew A. Harthcock, Ph.D.
R&D Director

A handwritten signature in dark ink, appearing to read "Mark Fischer".

Mark Fischer
Executive Vice President

Accepted by A handwritten signature in dark ink, appearing to read "Craig Chmielewski".
Craig Chmielewski

Date 7/29/02