

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
Stylesheet Version v1.2

EPAS ID: PAT7161418

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
DAVID SWEET	02/03/2022
MICHAEL CZAPLICKI	01/28/2022
YUAN LU	01/26/2022
KEVIN HICKS	02/05/2022
KEN MAZICH	03/01/2011
AUSTIN O'CONNOR	08/27/2015
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	ZEPHYROS, INC.
<b>Street Address:</b>	160 MCLEAN DRIVE
<b>City:</b>	ROMEO
<b>State/Country:</b>	MICHIGAN
<b>Postal Code:</b>	48065
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
Application Number:	16334501
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(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>	
<b>Phone:</b>	2482922920
<b>Email:</b>	wmorgan@patentco.com
<b>Correspondent Name:</b>	KRISTEN L. PURSLEY
<b>Address Line 1:</b>	29 W. LAWRENCE STREET
<b>Address Line 2:</b>	SUITE 210
<b>Address Line 4:</b>	PONTIAC, MICHIGAN 48342
<b>ATTORNEY DOCKET NUMBER:</b>	1001.548US
<b>NAME OF SUBMITTER:</b>	KRISTEN L. PURSLEY
<b>SIGNATURE:</b>	/Kristen L. Pursley/
<b>DATE SIGNED:</b>	02/07/2022

**Total Attachments: 16**

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COMBINED DECLARATION & ASSIGNMENT

Title of Invention: Polymalonate and Cyanoacrylate Based Surface Concrete Sealers

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 16/334,501, filed on March 19, 2019 (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:

David Sweet  
160 McLean Drive  
Romeo, MI 48065

Zephyros, Inc.  
160 McLean Drive  
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 16/334,501, filed on March 19, 2019, (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/US2017/052122, filed September 19, 2017 and 62/396,600, filed September 19, 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:

  
David Sweet

Residence:

Romeo, MI 48065

Post Office Address:

160 McLean Drive  
Romeo, MI 48065

Date:

02/03/2022

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

I, Michael Czeplicki

Whose full post office address is:

630 Walker Road Leonard, MI 48367  
Street, City, Postal Code, Country

Make oath and say that I was personally present and did see David Sweet 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:

Romeo, MI

On this 3<sup>rd</sup>

day of

February, 2022

  
Subscribing Witness

COMBINED DECLARATION & ASSIGNMENT

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ASSIGNOR: hereby sell, assign and transfer to

ASSIGNEE:

Michael Czaplicki  
160 McLean Drive  
Romeo, MI 48065

Zephyros, Inc.  
160 McLean Drive  
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 16/334,501, filed on March 19, 2019, (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/US2017/052122, filed September 19, 2017 and 62/396,600, filed September 19, 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:

Michael Czaplicki  
Michael Czaplicki

Residence:

Romeo, MI 48065

Post Office Address:

160 McLean Drive  
Romeo, MI 48065

Date:

1/28/2022

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

I, Jeanne Bednarski

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

Make oath and say that I was personally present and did see Michael Czaplicki 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: 160 Mclean Dr, Romeo, MI 48065

On this 28 day of January, 2022

Jeanne Bednarski  
Subscribing Witness

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: Polymalonate and Cyanoacrylate Based Surface Concrete Sealers

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ASSIGNOR: hereby sell, assign and transfer to

ASSIGNEE:

Yuan Lu  
160 McLean Drive  
Romeo, MI 48065

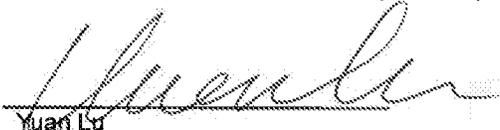
Zephyros, Inc.  
160 McLean Drive  
Romeo, MI 48065

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 16/334,501, filed on March 19, 2019, (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/US2017/052122, filed September 19, 2017 and 62/396,600, filed September 19, 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:

  
Yuan Lu

Residence:

Romeo, MI 48065

Post Office Address:

160 McLean Drive  
Romeo, MI 48065

Date:

1/26/2022

Citizenship:

US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

I, \_\_\_\_\_

Whose full post office address is: \_\_\_\_\_  
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: \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Subscribing Witness

COMBINED DECLARATION & ASSIGNMENT

Title of Invention: Polymalonate and Cyanoacrylate Based Surface Concrete Sealers

As the below named inventor, I hereby declare that:

This declaration is directed to:

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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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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:

Kevin Hicks  
160 McLean Drive  
Romeo, MI 48065

Zephyros, Inc.  
160 McLean Drive  
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 16/334,501, filed on March 19, 2019, (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/US2017/052122, filed September 19, 2017 and 62/396,600, filed September 19, 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: Kevin Hicks  
Kevin Hicks

Residence: Romeo, MI 48065

Post Office Address: 160 McLean Drive  
Romeo, MI 48065

Date: 2-5-2022

Citizenship: US

SUBSCRIBING WITNESS AFFIDAVIT OF EXECUTION OF AN ASSIGNMENT

I, \_\_\_\_\_

Whose full post office address is: \_\_\_\_\_  
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: \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Subscribing Witness

## Privileged & Confidential

### INTELLECTUAL PROPERTY POLICY FOR L & L PRODUCTS

#### I. Statement of Intent

L&L Products ("L&L") regularly engages in research, design and development of proprietary technology resulting in trade secrets or in other intellectual property rights owned by its Intellectual Property Holding Company Zephyros. L&L may seek to protect trade secrets or other intellectual property by continuing to hold the technology as trade secrets, or by registration or patenting as the law permits. L&L expects others to respect its valid and enforceable intellectual property rights and trade secrets. It is likewise the intent of L&L to respect the valid and enforceable intellectual property rights and trade secrets of others. In order to carry out this intent, and to assure that L&L complies with its policy of paying and seeking respect for valid and enforceable intellectual property rights and trade secrets, L&L adopts the following provisions as its policy on Intellectual Property.

#### II. Definition, Purpose, and Responsibilities of Intellectual Property Strategy Team

An Intellectual Property Strategy Team ("IP Strategy Team") shall exist and shall consist of the Vice President of Zephyros, R&D Director, Product Development Director and Sales and Marketing Director of L&L. The purposes and responsibilities of the IP Strategy Team include:

- Reviewing competitors' patents and develop business strategies to respect valid rights of others
- Reviewing patent disclosures and approve or reject disclosures for patent applications
- Developing strategies through the use of an intellectual property policy to help assure the ability to engineer, design, manufacture, and sell L&L's products
- Evaluating and determining appropriate methods of protection for new technology
- Identifying trade secrets and develop strategies for maintaining trade secrets
- Maintaining regular and continuing communications with outside IP counsel as appropriate to assist the Team in carrying out its purposes and responsibilities

#### III. Company Trade Secrets and Confidential Information

L&L has devised a significant commercial advantage because of and through its trade secrets and confidential information. L&L believes that the protection of its trade secrets and confidential information to be a paramount concern for the company, its employees, and agents.

L&L will make available to its employees by use of the QS9000 procedures and instructions a statement of its policy toward the handling and safeguarding of trade secrets and confidential information, which, at a minimum, shall comprise this policy or shall be incorporated by reference in this policy. The policy shall identify (with reasonable particularity) examples of the types of trade secrets or confidential information that are covered. Examples of said trade secrets or confidential information are without limitation, chemical formulae, customer lists, supplier lists, pricing data, profit and costing data, manufacturing techniques, data in the form of prints, CAD models, research or experimental notes, quoting methods and manufacturing costs. A complete list is contained in L&L QS9000 procedure PRO-0129.

It shall be the policy of L&L to take reasonable precautions to preserve and uphold its own trade secrets and confidential information as well as the trade secrets and confidential information of others to which L&L lawfully gains access. When the circumstances reasonably permit, such precautions shall preferably include, but shall not be limited to conspicuously marking as "CONFIDENTIAL" any information reasonably believed to contain confidential information or trade secrets. Other precautions may include storing such information in reasonably secure locations; escorting visitors of L&L through L&L facilities; restricting computer access; obligating to secrecy persons outside of L&L; requiring suppliers, other third parties and employees to sign a confidentiality agreement before obtaining such information, and the like. It is the policy of L&L, any L&L joint ventures, and other L&L-affiliated companies to consider all trade secrets confidential, regardless of whether they are marked as such.

In the event that any information reasonably appearing to contain trade secrets or other confidential information shall come under the control of L&L from a person outside of L&L, without solicitation by L&L, such information shall not be disseminated. This information shall be reported at once to a member of the IP Strategy Team at L&L. No copies shall be made, nor shall the information be used. The IP Strategy Team shall maintain such information in a reasonably secure location until it can be evaluated and an appropriate disposition can be determined.

Any time that anyone enters into any agreement that would appear to impose an obligation of secrecy or confidentiality upon L&L, such agreement shall be presented at once to the IP Strategy Team. Any information acquired by L&L under any such agreement shall be maintained to at least the standards set forth in this policy, if no stricter standards are set forth in the agreement.

#### IV. Obtaining Patents

It shall be the policy of L&L to protect its inventions in a commercially reasonable manner. L&L shall take into account such factors as, without limitation, the likelihood of commercial exploitation of an invention, the prevalent market considerations, the desire to assure uninterrupted supply of goods or services to L&L customers, the preservation of evidence of prior invention, and the like. Such protection

includes but is not limited to obtaining patents to be owned by L&L for inventions that reasonably relate to the fields of business engaged in by L&L or in which it is reasonably anticipated that L&L may engage.

When an employee or agent of L&L, any of L&L's joint ventures, or any L&L affiliated company participates in the making of any such inventions, the employee or agent shall notify a member of the I/P team of L&L in writing promptly of such participation. The agent shall assist L&L (at L&L's sole expense) to apply for one or more patents for such inventions. The employee or agent shall assign or otherwise transfer all right, title, and interest in and to any such inventions to L&L.

In the event that L&L decides not to file a patent application, maintain as trade secret or publish an invention, in its sole discretion, L&L may offer the inventor the right to pursue his or her own patent application (at his or her own expense). The patent shall be owned at least in part by the inventor, subject at a minimum to a compulsory nonexclusive royalty free license under any resulting patent grant that shall be granted to L&L and any customers, suppliers of L&L, or other persons identified by L&L then or later. Any request for permission to pursue patent protection under this paragraph must be submitted in writing.

All persons who participate in the making of any inventions shall maintain corroborated records made contemporaneously with the invention activities, and shall make those records available upon request to outside counsel for L&L.

In recognition of the requirements in the United States and other countries for novelty, all persons who participate in the making of any inventions at L&L, L&L joint ventures, or L&L affiliated companies in which the technology is to be owned by L&L through legal agreement, shall consult with a member of the I/P Team at the earliest practicable time. The I/P Team member will present all ideas to the I/P Team to determine if seeking a patent is appropriate under the circumstances. In an abundance of caution, all such consultations shall occur before either any commercial activity has been undertaken or the subject technology is to be described to persons outside of L&L.

#### V. Licensing

L&L shall have complete discretion to enter into license agreements or other transfers of interest of intellectual property rights when reasonable to do so under the circumstances.

By way of illustration, without limitation, L&L ordinarily may license its technology to any of its customers of products covered by the technology in order that the customer is facilitated in implementing the technology or products. L&L may license technology to others in any fields of use not engaged in or reasonably expected to be engaged in by L&L. L&L may license its technology at the request of a customer that demonstrates a need for continuous and uninterrupted supply of the technology or

products in question. L&L may license its technology when it is reasonably believed to be necessary for fostering future business relationships.

By way of further illustration, without limitation, L&L may seek to obtain a license under someone else's rights in instances when reasonably believed necessary to assure continued and uninterrupted supply to a customer, and where after it concludes upon reasonable investigation that the circumstances do not warrant the risk, expense and uncertainty of litigation to resolve a dispute and no modifications or design around measures reasonably can be made or taken as to the accused subject matter to further secure a successful outcome if litigated.

In all instances when L&L licenses its technology to others, or when L&L seeks a license from others, L&L shall seek to negotiate a reasonable royalty rate for the technology. L&L shall not be obliged to enter into any licensing relationship that would impose an unreasonable commercial disadvantage upon L&L under the circumstances.

#### VI. Enforcement of Rights

When confronted with the prospect of litigation of intellectual property rights, L&L will consider whether the circumstances are appropriate for attempting resolution by litigation in the courts or by an alternative form of dispute resolution. By way of example, L&L will consider arbitration, mediation, proceedings before the National Patent Board, or the like. In making such decision, L&L shall consider such factors as the anticipated cost of the proceeding, the anticipated length of the proceeding, the nature of the remedies available to the prevailing party, or the like.

#### VII. Publishing

From time to time, it may be necessary and appropriate for employees or agents of L&L to publish or allow to be published written descriptions of L&L technology. Before any such publication or presentation is made, it shall be the responsibility of each employee to seek and obtain approval and guidance from the IP Strategy Team for making such publication or presentation.

#### VIII. Developments made under Contract with Others

Any proposed developments to be made under contract with or in collaboration with any persons outside of L&L shall be brought to the attention of a member of the L&L IP strategy Team before any patents or other intellectual property rights are sought or granted.

#### IX. Computer Software

L&L will not tolerate the improper or unauthorized use of any software by L&L employees and agents. To this end, L&L purchases software licenses from outside sources and may not own certain rights in the software. Employees and agents who use

such software shall use it only in accordance with any license governing such use. Employees and agents of L&L shall not misuse or make any unauthorized copies of any software for use on any L&L computer equipment. Employees and agents shall not store on his or her company-provided computer any software that has not been approved by IS Management.

X. Copyrighted materials

L&L will not tolerate improper use of copyrighted materials by L&L employees and agents. L&L purchases a license from the Copyright Clearance Center ("CCC") and will abide by the terms of the CCC license in using copyrighted material. Employees and agents of L&L shall not use any L&L resources or equipment to make any unauthorized copies of any copyrighted material.

XI. Trademarks and Tradenames

L&L will protect trademarks and tradenames where commercially reasonable. Names that will be used as trademarks and/or tradenames and the manner in which these names are used will be determined on a case-by-case basis in conjunction with L&L's intellectual property counsel. All potential product names shall be presented to and cleared by the Sales/Marketing Manager.

XII. Conflict of Interest

Employees and agents of L&L shall take no action that would be contrary to this policy, including but not limited to seeking to procure any rights in any intellectual property or trade secrets that would be adverse to the conduct of L&L's business in any field of business engaged in by L&L or in which it is reasonably anticipated that L&L may engage.

XIII. Miscellaneous

Employees and agents should exercise appropriate care that this policy is followed, and that L&L is respecting the intellectual property rights and trade secrets of others and that others are respecting the intellectual property rights and trade secrets of L&L. Employees and agents of L&L should be mindful of designations of claims of ownership of intellectual property such as the phrases "patented," "patent pending," "@," "TM," "SM," "©," or the like. Any questions or concerns about the use of these or like symbols should be directed to the IP Strategy Team or to L&L's legal counsel.

XIV. Acknowledgement of Intellectual Property Policy

I have read and understand L&L's Intellectual Property Policy and agree to comply with it.

Kenneth A. Mazuch  
Signature

Kenneth A. Mazuch  
Printed Name

Dated: 3/1, 2011.

r0055672

August 25, 2015

Austin O'Connor

14825 Ritchie Ave

Cedar Springs, MI 49319

Dear Austin:

We are pleased to offer you employment at L&L Products as an R&D Technician, reporting to Ken Mazich, Director- R&D. Your responsibilities are as outlined during our discussions and in the job description, as well as other tasks and projects as assigned from time to time. These duties should be performed in a manner that will result in a positive impact on our people, operations and customers.

We will pay you an hourly rate of \$21.00. In addition, you will receive overtime for hours worked in excess of forty (40) hours in one week and profit sharing as described in the Employee Handbook.

Our medical coverage is provided by HAP and our dental coverage is currently provided by Guardian Dental. We also offer Vision benefit through VSP. Term life insurance is provided and is based on salary, in your case \$44,000. Your coverage under these policies will be effective the first of the month following 60 days of employment. In the event health and/or dental insurance is not required, you will be eligible for a quarterly opt-out payment beginning the first of the month following the successful completion of your probationary period.

L&L Products, Inc. has an employee retirement plan 401(k) plan. You shall be eligible to participate in the Plan on the first day of the month following the month in which you obtain "Regular Employee" status as defined in the Employee Handbook. 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. Each year the Company may elect to contribute an amount to eligible employees' accounts. These programs are subject to government regulations and may change in the future.

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

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L&L Products, Inc.

160 McLean Drive • Romeo • MI 48065 • USA

Tel: +1 (586) 336-1700 • Fax: +1(586) 336-1699 • E-mail: [contact@llproducts.com](mailto:contact@llproducts.com) • Web: [www.llproducts.com](http://www.llproducts.com)

**PATENT**

**REEL: 058903 FRAME: 0290**



any time. All other policies and benefits that apply to you and all of the Company's employees are as outlined in the Employee Handbook and the Employment application.

All new L&L employees must submit to and pass a drug-screening test, a background check and reference checks. This offer is contingent upon passing such tests.

*Questions regarding benefits, profit sharing, vacation compensation or other payroll related items should be directed to Human Resources or Payroll for clarification.*

We very much look forward to your employment with our Company and trust that it will be the beginning of a long and satisfying experience for all of us.

Sincerely,

Handwritten signature of Ken Mazich in black ink.

Ken Mazich  
R&D Director

Handwritten signature of Heather Trombetta in black ink.

Heather Trombetta  
Human Resource Director

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L&L Products, Inc.

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*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.*

*Austin O'Connor*

Austin O'Connor

*8/27/15*

Date

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# Austin O'Connor

**Objective:**

To achieve a full-time position in the composites field of Material Science and Engineering

**Education:**

*Michigan Technological University* Houghton, MI  
 BS Material Science and Engineering 09/11 – 05/15  
 GPA: 3.55

*Kent Career Technical Center* Grand Rapids, MI  
 Precision Machining Technology Program 09/09 – 06/11

**Project Experience:**

*Boardsport Technologies Enterprise* Houghton, MI  
 3D Printed Snowboard 09/12 – Current

- Develop unique polymer core through Stratasys 3D printer to alleviate processing steps
- Generate solid model and determine feasibility of producing complete product

**Fiber-Reinforced Composite Longboard Deck**

- Integrate a statistical approach to optimize material selection
- Utilize Altair and composite mechanics to generate a functioning model
- Perform real-world testing and manufacturing a functioning product

**Work Experience:**

*Michigan Technological University Minerals and Materials Department* Houghton, MI  
 Department Assistant 09/13 – 05/15

- Led in operation of melt spinner to assist in graduate research
- Assist with foundry sand casting pours to detect process issues
- Cooperate with department in various tasks

*WEFA* Cedar Springs, MI  
 Engineering Intern 05/14 – 08/14

- Manage, organize, and build existing products in ERP system to improve performance
- Lead in quality control through precision measurement tools

*Autodle* Grand Rapids, MI  
 Plant Aide 06/13 – 08/13

- Assisted in operation of running parts on 30 ton presses

*Michigan Technological University Library* Houghton, MI  
 Student Employee 09/11 – 04/13

- Service front desk; head digital studio

*Custom Profile* Grand Rapids, MI  
 Extrusion Line Operator 05/12 – 08/12

- Lead and cooperate in operation of various extrusion lines
- Coordinated quality checks, changeovers, and packaging while maintaining the line

**Leadership:**

*Boardsport Technologies Enterprise* Houghton, MI  
 Secretary 09/13 – 09/14

- Compose meeting minutes and manage attendance at meetings
- Assist in operation and growth of the enterprise

*Smash Club* Houghton, MI  
 President 09/14 – Current

- Generate, manage, organize, and maintain a social outlet for students to enjoy the game series
- Host weekly events and periodic competitions for students to advertise and expand membership

**Technical Skills:**

- |                     |                       |                    |
|---------------------|-----------------------|--------------------|
| • UGNX              | • JobBOSS             | • Manual Mill      |
| • MATLAB            | • Surface             | • Sinker EDM       |
| • Mastercam         | • Grinder/Polishing   | • Microsoft Office |
| • Blueprint Reading | • Vertical/Horizontal | • CES              |
| • Precision         | • Bandsaw             | • 3ds Max          |
| • Measurement Tools | • Haas CNC Mill       |                    |
| • Altair/ANSYS      |                       |                    |



## Reference Check for Austin O'Connor

### Michigan Technological University

Position	Student
Employment Dates	09/2011 - 05/2015
Reference	Stephen Kampe - Professor, Department Chair
Reference type	Standard
Contact Information	(906)487-2036 (Work) kampe@mtu.edu

#### Job Duties/project description

- I had Austin in a core class for Mechanical Behavior of Materials and Composites Materials. I had him in some earlier classes as well. Students learn about how materials respond to stress or strain for the 1st part and the 2nd part is where they come from within the materials that give the properties that the materials will exhibit. In composites we learned how composites worked and how they work. We also spent some time on the mathematic description and how it would be used in the engineering design process.

#### Work Quality and Quantity

- His work was strong. He was a good student, comfortable with the concepts; quality was always neat and easy to interpret. He was challenged by the work and mastered it.
- He handled the workload well, no issues, submitted everything on time and complete.

#### Strengths and Abilities

- I would say technically he is above average at the top 85%.
- I would say quality of the analysis he would submit, very mature in nature and easy to follow. Also his communication skills are above average, and math skills are above average as well.

#### Initiative, Cooperation, and Communication

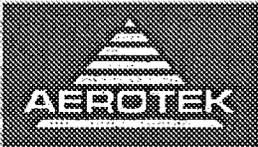
- He had no issues with initiative; he is very passionate about getting a job working with composites.
- No issues with cooperation or communication skills at all; both written and presentation skills are strong.

#### Attendance/Reliability

- No issues with attendance.

#### Areas for Improvement

- I am surprised he did not have a job right away. He is one of the students that I figured would have a job right away. I am really surprised that he is still looking. Maybe he needs to improve on his confidence level because I know he is very competent and capable.



## Reference Check for Austin O'Connor

### WEFA Cedar Inc.

Position	Intern
Employment Dates	05/2014 - 08/2014
Reference	Jon Veerstra - President
Reference type	Standard
	<a href="mailto:jon.veerstra@wefacorp.com">jon.veerstra@wefacorp.com</a>

#### Job Duties/project description

- He had 1 project he was running with. It was an SAP template to create work orders for times, materials and everything else needed; kind of like a starter set. He had to learn what we do, who to talk to and get it done. He did a great job with it.

#### Work Quality and Quantity

- He did a good job, no complaints at all.
- He handled it really good, sometimes the workload was light and he would find other things to do. He stayed busy.

#### Strengths and Abilities

- I would say technically compared to other interns he is the best, good work ethic and was able to pick things up very quickly.
- I would say he picked up things very well; he had never been in a tool shop and picked up our systems very fast.

#### Initiative, Cooperation, and Communication

- His initiative was high; he stayed on us more than we would stay on him.
- No issues with cooperation or communication skills at all.

#### Attendance/Reliability

- No issues with attendance.

#### Areas for Improvement

- He stayed to it, give him the job and he would go to work. I have nothing bad to say about him for what we were looking for.