

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT7172587

SUBMISSION TYPE:	RESUBMISSION
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT - BEST COPY AVAILABLE
RESUBMIT DOCUMENT ID:	506910057

CONVEYING PARTY DATA

Name	Execution Date
JASON DAVID FOX	05/12/2016

RECEIVING PARTY DATA

Name:	CNH INDUSTRIAL AMERICA LLC
Street Address:	500 DILLER AVENUE
City:	NEW HOLLAND
State/Country:	PENNSYLVANIA
Postal Code:	17557

PROPERTY NUMBERS Total: 1

Property Type	Number
Application Number:	17162237

CORRESPONDENCE DATA**Fax Number:** (864)233-7342***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.*****Phone:** 262-636-0939**Email:** napatent@cnhind.com,docketing@dority-manning.com**Correspondent Name:** CNH INDUSTRIAL AMERICA LLC AND DORITY & MANNING, P**Address Line 1:** 700 STATE STREET, MAIN OFFICE**Address Line 4:** RACINE, WISCONSIN 53404

ATTORNEY DOCKET NUMBER:	56944/CNH-245
NAME OF SUBMITTER:	MATTHEW J. SUTCH
SIGNATURE:	/Matthew J. Sutch/
DATE SIGNED:	02/11/2022

Total Attachments: 5

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EMPLOYEE AGREEMENT

THIS AGREEMENT, made in the [REDACTED] on the May 12, 2016 by and between Jason Fox (hereinafter referred to as "Employee") and CNH Industrial America LLC (hereinafter referred to as "CNH" or the "Company").

WITNESSETH:

In consideration of the employment (or continuation of such employment, as the case may be) by the Company, and of the compensation paid and to be paid by the Company and received by the Employee for such employment, it is agreed by and between the parties hereto as follows:

[REDACTED]

II

[REDACTED]

III

Employee agrees to hold complete trust for the benefit of the Company, and to disclose promptly and fully to the Company in writing, and, by this Agreement, hereby irrevocably assigns to the Company any and all rights in and to any and all inventions, discoveries and improvements made, discovered or developed by him, solely or jointly with others, during the term of his employment by the Company and which relate in any manner to the business of the Company, and the right to sue and recover any and all damages and profits, and any and all other remedies, for past, present or future infringements or violations under the invention, discoveries, and improvements including any good will or moral rights of distribution in any trademarks or copyrights, respectively. Any and all such inventions, discoveries or improvements shall be the sole and exclusive property of the Company, whether patentable or not, and Employee agrees that he will assist and fully cooperate in every proper way, at the Company's expense, in securing and enforcing, for the Company's sole benefit patents for such inventions, discoveries or improvements in any and all countries. Within five years following the termination of Employee's employment and without limiting the generality of the foregoing, any invention, discovery or improvement of the Employee relating to any Company subject matter on which Employee worked or was informed during his employment by the Company shall be conclusively presumed to have been conceived and made prior to the termination of his employment unless the Employee clearly proves that such invention, discovery or improvement was fully conceived and fully made following the termination of his employment.

For purposes of this Agreement, "discoveries" include, without limitation, technical data, trademarks, servicemarks, research, products, services, customer lists, software, developments, anticipated research, anticipated development plans of the Company, processes, formulae, technology, designs, drawings, engineering, marketing, distribution and sales methods and systems, sales and profit and other financial information and all other business information disclosed to the employee or on behalf of Company or created by the employee (in each case whether disclosed in writing, orally, visually or otherwise), copyrights, whether patentable or not, which are or have been made, created, conceived, discovered, or reduced to practice by any employee, individually or jointly with others, during his employment, whether or not during working hours or using Company equipment.

IV

Employee agrees at the request of the Company (but without additional compensation from the Company) to execute any and all papers and perform all lawful acts which the Company deems necessary for the preparation, filing, prosecution, and maintenance of applications for United States letters patent and foreign letters patent on said invention, discoveries or improvements and to execute such instruments as are necessary to assign to the Company, its successors, assigns, or nominee, all of the Employee's right, title, and interest in said inventions, discoveries, improvements and the like, so as to establish or perfect, in the Company, its successors, assigns or nominee, the entire right, title and interest to said inventions, discoveries and improvements, and also to execute any instruments necessary or which Company may deem desirable in connection with any continuation, renewal or reissue thereof, or in the conduct of any proceedings or litigation in regard thereto. All expenses incurred by the Employee by reason of the performance of any of the obligations set forth in this Paragraph IV shall be borne by the Company.

V

[REDACTED]

VI

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

VII

[REDACTED]

VIII

[REDACTED]

IX

[REDACTED]

X

Employee acknowledges that the consideration to be received by Employee under this Agreement is adequate, and that such consideration shall be included in the total compensation package that is offered Employee upon hire. This agreement is made and entered into as of the date and at the place hereinabove first written and the rights and obligations of the parties hereto shall be construed under the laws of the state in which the Company is domiciled and shall be binding upon the heirs, legal representatives and assigns of the Employee and the successors and assigns of the Company. With respect to the subject matter hereof this

instrument is the entire agreement between the Employee and the Company superseding any previous oral or written communication, understanding, or agreement with the Company or any official representative thereof. The provisions of the Agreement shall be severable. If any provision is found to be unenforceable, in whole or in part, the remainder shall nevertheless be enforceable and binding on the parties. A court of appropriate jurisdiction may modify or reform the provision or restrictions in question to the extent necessary to make it reasonable as a matter of law.

WITNESS

.....
Signature & Date Signed

.....
.....

CNI Industrial America LLC

By:

Company Representative

Title:

Date:

[REDACTED]

From: [REDACTED]
Sent: Thursday, May 12, 2016 10:22 AM
To: [REDACTED]
Subject: Offer Letter ESigned by Jason Fox on [REDACTED]
Attachments: Offer Letter.pdf



May 12, 2016

The following candidate has electronically signed their offer letter: Jason Fox on [REDACTED]. Below is a copy of the electronic signature along with a copy of the offer letter sent to the candidate.

Thank you

Please do not reply to this email.

Electronic Signature: Jason Fox
Electronic Signature Status: true
Copy of the Offer Letter: Attached

CNH Industrial
700 State Street Racine Wisconsin 53403
[REDACTED]