

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT7683386

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
BOBBY RAY MCKINNEY	02/01/2019
RECEIVING PARTY DATA	
Name:	THE HEIL CO.
Street Address:	201 W. MAIN STREET, SUITE 300
City:	CHATTANOOGA
State/Country:	TENNESSEE
Postal Code:	37408
PROPERTY NUMBERS Total: 2	
Property Type	Number
Application Number:	15613905
Application Number:	16944910
CORRESPONDENCE DATA	
Fax Number:	(877)769-7945
<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:	+1 (512) 226-8115
Email:	apsi@fr.com
Correspondent Name:	DARIELA ALMEDA
Address Line 1:	FISH & RICHARDSON P.C.
Address Line 2:	P.O.BOX 1022
Address Line 4:	MINNEAPOLIS, MINNESOTA 55440-1022
ATTORNEY DOCKET NUMBER:	45497-0081001_002
NAME OF SUBMITTER:	VERONICA JUAREZ
SIGNATURE:	/Veronica Juarez/
DATE SIGNED:	12/08/2022
Total Attachments: 7	
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PATENT

REEL: 062094 FRAME: 0392

CONFIDENTIAL SETTLEMENT AGREEMENT AND GENERAL RELEASE

The purpose of this [REDACTED] Agreement is to set forth the mutual understanding and agreement of the Parties [REDACTED] Bobby Ray McKinney ("Employee") with The Heil Co., d/b/a Environmental Solutions Group, and its/their parents, affiliates, subsidiaries, and related companies (collectively, "the Company"). In consideration of Agreement and the covenants set forth below with the Company, and for other valuable consideration, the Parties have agreed as follows:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. Representations and Warranties. Employee represents and warrants that:

[REDACTED]

b. Employee has read this Agreement in its entirety, he is fully able and competent to enter into this Agreement, and his agreement to all of its provisions is made freely, voluntarily, and with full knowledge and understanding of its contents;

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

c. Ownership, Disclosure, and Assignment of Inventions. Each and every Invention, whether made, conceived, or reduced to practice, solely by Employee or jointly with others, during the term of Employee's employment with the Company and through the date that he signed this Agreement, and each and every U.S. and foreign Letters Patent and each and every continuation, continuation-in-part, divisional, reissue, reexamination, extension, and foreign counterpart thereof, as well as any other patent or patent application that claims priority directly or indirectly from the foregoing and any patent application from which any patent listed in the foregoing issued, as well as trademarks and copyrights in the U.S. or in any foreign country, covering any such Invention (together, "Invention IP"), shall be the exclusive property of the Company; Employee agrees that as of the date that Employee signed this agreement Employee has disclosed promptly to the Company each and every such Invention in such reasonable detail as the Company may require; and Employee agrees to assign and do hereby assign to the Company all his rights, title, and interest in and to each and every such Invention and Invention IP. As used in this agreement, the term "Invention" shall mean, including without limitation, any idea, discovery, design or improvement, whether or not patentable, with respect to any product, process, formula or apparatus produced or used in, or arising out of, or in any way related to, the business of the Company or any work in which Employee has been engaged, or to which Employee may have been exposed as an employee of the Company.

If, for any reason, any part(s) or language within any part(s) of this Agreement shall be deemed invalid or unenforceable, all remaining parts shall remain binding and in full force and effect. This Agreement will accrue to the benefit of and may be enforced by the Company and its successors and assigns. Alabama is the law that governs his employment and this Agreement. Employee agrees to the exclusive jurisdiction and venue of the United States District Court or any state court of general jurisdiction that is closest to Dekalb County, Alabama, as applicable based on the specific claims at issue.

This Agreement sets forth the entire agreement between the parties hereto and fully supersedes any and all prior agreements or understandings, whether oral or written, between them, with the exception of any confidentiality, non-disclosure, non-competition, non-solicitation, trade secret, and/or assignment of inventions and other intellectual property provisions to which Employee's employment was subject, if applicable, which will remain in effect subsequent to the execution of this Agreement.

Robert McKinney

Bobby McKinney
Signature

Date: ~~2-1-2019~~ 2-1-2019

The Heil Co.

DocuSigned by:
By: *[Signature]*
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Title: Vice President, HR, Admin, EHS, and Marketing

Date: 2/6/2019 | 12:43:31 PM EST