

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT7999000

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
MICHEAL MUELLER	08/12/2020
RECEIVING PARTY DATA	
Name:	ROM TECHNOLOGIES, INC.
Street Address:	101 SILVERMINE ROAD
City:	BROOKFIELD
State/Country:	CONNECTICUT
Postal Code:	06804
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	17147428
CORRESPONDENCE DATA	
Fax Number:	(844)670-6009
<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:	5127704200
Email:	JOLah@dickinson-wright.com
Correspondent Name:	DICKINSON WRIGHT PLLC
Address Line 1:	1825 EYE ST. N.W.
Address Line 2:	INTERNATIONAL SQUARE SUITE 900
Address Line 4:	WASHINGTON, D.C. 20006
ATTORNEY DOCKET NUMBER:	91346-5101
NAME OF SUBMITTER:	JONATHAN H. HARDER
SIGNATURE:	/Jonathan H. Harder/
DATE SIGNED:	06/09/2023
Total Attachments: 11	
source=Michael Mueller Employment Agreement#page1.tif	
source=Michael Mueller Employment Agreement#page2.tif	
source=Michael Mueller Employment Agreement#page3.tif	
source=Michael Mueller Employment Agreement#page4.tif	
source=Michael Mueller Employment Agreement#page5.tif	

source=Michael Mueller Employment Agreement#page6.tif
source=Michael Mueller Employment Agreement#page7.tif
source=Michael Mueller Employment Agreement#page8.tif
source=Michael Mueller Employment Agreement#page9.tif
source=Michael Mueller Employment Agreement#page10.tif
source=Michael Mueller Employment Agreement#page11.tif

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (this "Agreement") is entered into as of August 3, 2020 by and between ROM Technologies, Inc., a Delaware corporation headquartered at 559B Federal Rd. Unit 1-3, Brookfield, CT 06804 with administrative offices located at 2620 Regatta Drive, Suite 102, Las Vegas, Nevada 89128 ("ROM"), and Micheal Mueller whose address is 835 Allegheny Avenue, Apt 2, Oil City, PA ("Employee"). ROM and Employee are hereafter referred to as a "Party", or "Parties."

WHEREAS, ROM is engaged in the business of developing, manufacturing, marketing, selling, and supporting equipment used to enhance range of motion in the user (the "Business"), and

WHEREAS, ROM desires to employ Employee and Employee desires to be employed by ROM and both Parties desire to clarify and specify the rights and obligations which each have with respect to the other in connection with Employee's employment per the terms and conditions of this Agreement,

NOW, THEREFORE, in consideration of the agreements and covenants herein set forth, the Parties hereby agree as follows:

1. Employment.

1.1 Engagement; Duties and Powers. ROM agrees to employ Employee, and Employee agrees to accept employment with ROM, as DevOps Engineer, in accordance with the terms and conditions of this Agreement. Employee understands and agrees that their employment is for no definite period and may be terminated at any time by either Party, with or without cause or advance notice (called "at will" status). Employee further understands and agrees that this "at will" employment status may only be changed by a written agreement between Employee and the ROM CEO or his designee. Employee further understands and agrees that this Agreement replaces any and all prior agreements between ROM and Employee and that there are no other express or implied agreements that provide any other terms or grounds for termination.

1.2 Execution of Responsibilities: Employee shall have such responsibilities, duties and authority as are customarily assigned to such position and shall render such services for ROM consistent with such position, as management of ROM may reasonably direct, and as may be further described in Exhibit "A". Employee shall perform the duties and carry out the responsibilities assigned to Employee, to the best of Employee's ability, in a trustworthy, businesslike and efficient manner for the purpose of advancing the business of ROM and shall comply with ROM's policies and procedures in all material respects. Employee acknowledges that Employee's duties and responsibilities hereunder will require Employee's full business time and effort

and agrees that, during the time when Employee is in the employ of ROM, Employee will not engage in any other business activity or have any business interests which may conflict with or impair the performance of any of Employee's duties hereunder. Employee represents and warrants that Employee is not bound by any agreements or other business commitments that would in any manner restrict Employee's work, effort or activity on behalf of, and while employed by, ROM.

1.3 Effective Date. The engagement of Employee under this Agreement shall begin immediately on August 3, 2020 (the "Effective Date").

1.4 ROM Policies: Employee agrees to abide by the policies and procedures of ROM, as well as the instructions of ROM management, as such may be issued from time to time in writing or otherwise, including in the ROM employee handbook, concerning Employee's actions while employed by ROM. Employee agrees that ROM has the right to change any of its policies and procedures at any time and these changes will become binding on Employee.

2. Compensation and Benefits.

2.1 Compensation. Employee's Compensation shall be as described in Exhibit "A, attached hereto.

2.2 Benefits. Employee may be eligible to participate, in a non-discriminatory manner, in any fringe benefit, retirement, disability, life insurance and health and welfare benefit plans, vacation or sabbatical grants, sick leave, or other such benefits as may be maintained by ROM for its employees generally from time to time in accordance with the plans, policies, or arrangements of ROM which are in effect from time to time. The benefits currently offered by ROM to Employee (and subject to change by ROM) are outlined in Exhibit "B". Employee understands that ROM, in a non-discriminatory manner and at its sole discretion, may enter into arrangements with some employees that are different than the arrangements for other employees.

2.3 Expense Reimbursement. During the Employment Period, ROM shall reimburse Employee for all ordinary, necessary and reasonable travel (including driving mileage) and other business expenses incurred by Employee in connection with the performance of Employee's duties hereunder, providing Employee has complied with ROM's policies regarding incurring such expenses which are covered in the Employee Handbook.

2.4 Taxes. All compensation payable to Employee from ROM shall be subject to all applicable withholding taxes, normal payroll withholding, and any other amounts required by law to be withheld.

3. General Provisions.

3.1 Employee's Acknowledgment. Employee agrees and acknowledges that in order to assure ROM that its viability will not be unduly

harmed, it is necessary that Employee not utilize Employee's special knowledge of the Business and Employee's relationships with ROM's customers, vendors and other employees to compete against ROM. Employee further acknowledges that:

(a) Employee will occupy a position of trust and confidence with ROM, and likely will have access to the customers, vendors, employees, and Confidential Information (as defined in paragraph 5) of ROM and the Business;

(b) the agreements and covenants contained in Sections 4, 5, 6, 7, and 8 of this Agreement (the "Restrictive Covenants") are essential to protect ROM and the goodwill of the Business and compliance with such agreements and covenants will not impair Employee's ability to procure subsequent and comparable employment;

(c) Employee's employment with ROM has special, unique and extraordinary value to ROM and ROM would be irreparably damaged if Employee were to violate the provisions of Sections 4, 5, 6, 7 and 8 of this Agreement;

(d) The provisions contained in Sections 4, 5, 6, 7, and 8 of this Agreement are integral to ROM's willingness to employ Employee and that ROM would not enter into this Agreement without the protections afforded by Sections 4, 5, 6, 7, and 8 of this Agreement;

(e) If, for any reason, Employee's employment with ROM terminates, then, notwithstanding such termination, those provisions which must remain in effect shall remain in full force and effect for as long as necessary to affect the intent of the Parties to protect the viability of ROM.

(f) In order to enable ROM to determine whether Employee possesses the skills and other personal qualities necessary to qualify for positions with ROM, Employee agrees that ROM may periodically test for continuing skills and proficiency to confirm that Employee meets ROM's standards of performance, interpersonal relations and competence on the job. The tests may include but not be limited to those that measure intelligence, aptitude and personality traits necessary to meet the requirements of Employee's position or any other position for which Employee may be eligible. Accordingly, Employee hereby releases ROM and any and all ROM employees, representatives, associated testing services and any and all other individuals, corporations, partnerships and organizations from any and all claims, demands, suits and/or liabilities -- including but not limited to claims based on any state or federal rights of privacy -- arising from or in any way related to the pre-employment testing and interview process and to such continued testing and interview processes.

4. Confidential Information. Employee shall keep secret and retain in strictest confidence, and shall not, without the prior written consent of ROM's managers, furnish, make available or disclose to any third Party or use for Employee's benefit or the benefit of any third Party, any Confidential Information. "Confidential Information" shall mean any trade secret or confidential information relating to the business or affairs of ROM or the Business, including, without limitation, technical information, including research and/or development design, results, techniques and processes; trade practices; apparatus and equipment design; formulae; manufacturing and/or production processes; computer software; source code; technical management information, including project proposals, research plans, programs, status

reports, performance objectives and criteria, and analyses of areas for business development; business information, including project, financial, accounting and personnel information, business studies, strategies, plans, procedures, forecasts, and sales and marketing plans, programs, efforts, information and data, and servicing methods; the identities of potential acquisition targets; the identities of actual and prospective customers, contractors and suppliers; the terms of contracts, agreements and arrangements with customers, contractors and suppliers; ROM's relationship with actual or prospective customers, contractors and suppliers and the needs and requirements of, and ROM's course of dealing with, any such actual or prospective customers, contractors and suppliers; customer and vendor credit information; information relating to real estate brokerage, mortgage brokerage, mortgage lending or title companies or agencies; and any other confidential or proprietary information used by ROM in connection with the Business; provided, however, that Confidential Information shall not include any information that is in the public domain or becomes known in the public domain through no wrongful act on the part of Employee.

5. Interference with Relationships. Employee hereby agrees that during the period commencing on the Effective Date and ending 12 months following the termination of Employee's employment with ROM for any reason whatsoever, Employee shall not, directly or indirectly, as employee, agent, consultant, stockholder, director, co-partner or in any other individual or representative capacity: (i) without the prior written consent of ROM's CEO or his designee, recruit, hire or solicit for employment or engagement, any person who is (or was within twelve (12) months of the date such solicitation commences or occurs, as the case may be) employed or engaged by ROM, or otherwise seek to influence or alter any such person's relationship with ROM, or (ii) without the prior written consent of ROM's CEO or his designee, solicit, contact, or attempt to solicit or contact, or conduct business with any client or customer doing business with ROM, as of the date of the termination of Employee's employment or within the one (1) year period prior to such termination, with whom or which Employee had any contact or involvement during or as a result of Employee's employment with ROM.

6. Business Disparagement. Employee shall not, directly or indirectly, make disparaging remarks about ROM or the Business, including any of ROM's managers, directors, officers or employees.

7. Intellectual Property, Inventions and Patents. Employee acknowledges that all discoveries, concepts, ideas, inventions, innovations, improvements, developments, methods, designs, analyses, drawings, reports, patent applications, copyrightable work and mask work (whether or not including any Confidential Information) and all registrations, accreditations or applications related thereto, all other proprietary information and all similar or related information (whether or not patentable) which relate to ROM's actual or anticipated business, research and development or existing or future products or services and which are conceived, developed or made by Employee (whether singly or jointly with others) while employed by ROM ("Work Product"), belong to ROM. Employee shall promptly disclose such Work Product to ROM and, at ROM's expense, perform all actions reasonably requested by ROM (whether during or after the term of Employee's employment with ROM) to establish and confirm such ownership (including, without limitation, assignments, consents, powers of attorney and other instruments). Any copyrightable work falling within the definition of Work Product shall be deemed a "work made for hire" under the applicable copyright laws to the maximum extent permitted under applicable copyright law, and ownership of all rights therein shall vest in ROM. To the extent that any Work Product cannot be deemed to be a "work made for hire" under applicable copyright law, Employee hereby assigns and agrees to assign to ROM all right, title and interest, including without limitation, the intellectual property rights that Employee may

have in and to such Work Product. Employee represents and warrants to ROM that Employee does not now nor has Employee ever owned, nor has Employee developed, any intellectual property of a similar or competitive nature to that of ROM.

8. Return of ROM Records and Materials. Employee hereby agrees that, at the termination of Employee's employment with ROM or at any other time ROM may request, Employee will immediately deliver to ROM (and will not keep in Employee's possession, copy, recreate or deliver to any other person or entity) any and all devices, records, data, memoranda, notes, plans, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property (and copies thereof) relating to the Business or ROM or other forms of Confidential Information which Employee may then possess or have under Employee's control, as well as any and all property of ROM in Employee's possession or control.

9. Legal Processes. In the event that Employee is requested pursuant to, or required by, applicable law, regulation or legal process to disclose any of the Confidential Information, Employee will notify ROM immediately so that ROM may seek a protective order or other appropriate remedy at its sole cost. In the event that no such protective order or other remedy is obtained, or that ROM waives (in writing) compliance with the terms of Section 5 of this Agreement, Employee will furnish only that portion of the Confidential Information which Employee is advised (in writing by counsel to ROM) is legally required and will exercise reasonable efforts to obtain reliable assurance that confidential treatment will be accorded the Confidential Information.

10. Injunction. Employee further acknowledges that due to the nature and value of the Confidential Information, disclosure of such information would work an irreparable and immediate harm to ROM, for which there is no adequate remedy at law, and either a restraining order and/or any injunction may forthwith issue against Employee with respect to any such disclosure or threatened disclosure by Employee or anyone under Employee's direction and/or control.

11. Mediation and Arbitration. ROM and Employee agree:

11.1 Mediation. Subject to ROM's rights for restraining order and injunction described in section 11 above, the Parties agree that any controversy, dispute or claim between ROM and Employee arising from and/or involving this Agreement and/or any other aspect of this employment relationship (except for workers' compensation and unemployment insurance claims and actions for allegedly due and unpaid wages and other claims or actions prohibited by law from being subject to binding arbitration) that cannot be promptly settled by direct communication between Employee and an authorized ROM representative shall first be submitted for resolution by mediation with a mediator to be agreed upon by the Parties. The Parties shall each pay at least a fair portion of such mediation costs unless otherwise specifically prohibited by law or unless such cost-sharing would reasonably act to deter Employee from pursuing any employment-related legal right. A Party's request or petition for mediation must be in writing and must be submitted to the other Party within ninety (90) days following the event giving rise to the dispute. The mediation shall take place in Connecticut, with the specific location agreed by the Parties.

11.2 Arbitration. If the best efforts of the Parties to mediate a resolution do not result in a settlement of their differences, then, subject to ROM's rights for restraining order and injunction in section 10 above, any claim or dispute arising from and/or involving this Agreement and/or any other aspect of our employment relationship, including without limitation, any allegation of (a) wrongful discharge or termination, (b) discrimination or harassment under any states employment and housing legislation, including, but not limited to, the California Fair Employment and Housing Act or similar state laws, the federal Age Discrimination in Employment Act, the federal Americans with Disabilities Act, or any other applicable law, or (c) any injury to Employee's physical, emotional, or economic interests shall be resolved by binding arbitration unless specifically prohibited by applicable law. The arbitration shall be conducted by a neutral arbitrator either in accordance with the Model Employment Arbitration Procedures of the American Arbitration Association (AAA) which are in effect at the time of the arbitration, or in accordance with the then current rules and procedures of another third-Party arbitrator. The choice between the AAA or other third Party as arbitrator shall be agreed upon by both Parties. Nothing in this agreement to arbitrate employment-related disputes prohibits the Employee from submitting a workplace-related administrative claim as permitted by law.

11.3 Prevailing Law. Employee understands that in the event of an arbitration under this Agreement, the arbitrator shall apply the law of the state of Delaware. Each Party shall have the right to conduct pre-arbitration hearing discovery as permitted by the then current rules and procedures of the arbitrator or as otherwise permitted by law. The demand for arbitration must be in writing and must be made by the aggrieved Party within the applicable statute of limitations for the claim or claims made.

11.4 Exclusive Remedy. Employee understands that in the event of an arbitration under this Agreement, the arbitrator's power to award a remedy shall be exclusive, including the power to award monetary damages for Employee's lost wages, benefits, or other work-related injuries; to award damages improperly caused to ROM by Employee's actions, and/or to award any other remedy as allowed by law. The arbitrator shall issue his or her decision in writing in a form and substance that will at least reveal the essential findings and conclusions on which the decision is based.

11.5 Conclusive Remedy. Employee understands that in the event of an arbitration under this Agreement, the decision of the arbitrator shall be binding and conclusive on the Parties and further understands that almost all jurisdictions limit the grounds on which such a decision may be reviewed and vacated by the courts and that unless otherwise prohibited by law, that decision shall not generally be reviewable for error of law or legal reasoning of any kind.

11.6 EMPLOYEE UNDERSTANDS THAT IN THE EVENT OF AN ARBITRATION UNDER THIS AGREEMENT, JUDGMENT UPON THE AWARD RENDERED BY THE ARBITRATOR MAY BE ENTERED IN ANY COURT HAVING PROPER JURISDICTION. THE ARBITRATOR SHALL DETERMINE IF THERE IS A PREVAILING PARTY AND THE PREVAILING

PARTY SHALL BE AWARDED REASONABLE ATTORNEY'S FEES. EMPLOYEE UNDERSTANDS HOWEVER THAT BY THIS AGREEMENT, THE ARBITRATOR IS PROHIBITED FROM IMPOSING ANY TYPE OF FEES, COST OR EXPENSE UPON EMPLOYEE THAT EMPLOYEE WOULD NOT BE REQUIRED TO BEAR IF EMPLOYEE WERE FREE TO BRING A LEGAL ACTION IN COURT. EMPLOYEE UNDERSTANDS AND ACKNOWLEDGES THAT BY AGREEING TO ARBITRATION EMPLOYEE IS GIVING UP ANY RIGHT THAT EMPLOYEE MAY HAVE TO A JUDGE OR JURY WITH REGARD TO ALL APPLICABLE ISSUES CONCERNING EMPLOYEE'S EMPLOYMENT, SPECIFICALLY INCLUDING TERMINATION OF EMPLOYMENT.

11.7 EMPLOYEE ACKNOWLEDGES AND AGREES THAT PRIOR TO SIGNING THIS AGREEMENT AND AGREEING TO ITS TERMS, EMPLOYEE HAS HAD AN OPPORTUNITY TO REVIEW THIS TEXT, CONSULT WITH AN ADVISOR OF EMPLOYEE'S CHOICE (INCLUDING EMPLOYEE'S OWN LEGAL COUNSEL), AND NEGOTIATE ON SUCH TERMS.

11.8 Venue. The arbitration shall take place in Connecticut. Either Party may elect to attend such mediation or arbitration by teleconference, Internet conference, video conference, or any other viable means.

11.9 Costs. Employee will only be required to contribute an amount to the costs of the Arbitration equal to the amount Employee would have paid had the matters being arbitrated been instead litigated in court. Any arbitration costs in excess of this amount will be paid by ROM.

11.10 Confidentiality. The Parties agree to treat as confidential the arbitration and the content of the arbitration.

12. Miscellaneous.

12.1 Assignment. Employee may not assign any of Employee's rights or obligations hereunder without the prior written consent of ROM. Except as otherwise expressly provided herein, all covenants and agreements contained in this Agreement by or on behalf of any of the Parties hereto shall bind and inure to the benefit of the respective successors and assigns of the Parties hereto whether so expressed or not. In the event of Employee's death prior to completion by ROM of all payments due under this Agreement, ROM shall make all such payments to Employee's beneficiary or to Employee's estate as appropriate.

12.2 Severability. Whenever possible, each provision of this Agreement shall be interpreted in such manner as to be effective and valid under applicable law, but if any provision of this Agreement is held to be prohibited by or invalid under applicable law, such provision shall be ineffective only to the extent of such prohibition or invalidity and without invalidating the remainder of this Agreement.

12.3 Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same Agreement.

12.4 Notices. All notices and other communications given to any Party hereto pursuant to this Agreement shall be in writing and shall be hand delivered, or sent either by (a) certified mail, postage prepaid, return receipt requested; or (b) a nationally reputable overnight express courier service that provides written confirmation of delivery, addressed as follows:

To ROM:

ROM Technologies
2620 Regatta Drive, Suite 102
Las Vegas, Nevada 89128
Attention: Legal Department

To Employee:

Micheal Mueller
835 Allegheny Avenue, Apt 2
Oil City, PA

Any communication given in conformity with this Section shall be effective upon the earlier of actual receipt or deemed delivery. Delivery shall be deemed to have occurred as follows: if hand delivered on the day so delivered; if mailed, three business days after the same is deposited in the United States Mail; and if sent by overnight express courier service, the next business day. Any Party may at any time change its address for receiving communications pursuant to this Section by giving notice of a new address in the manner provided herein.

13.5 Entire Agreement. Except as otherwise expressly set forth herein, this Agreement and the Exhibits attached hereto set forth the entire understanding of the Parties and supersede and preempt all prior oral or written understandings and agreements with respect to the subject matter hereof.

13.6 Governing Law. All questions concerning the construction, validity, enforcement and interpretation of this agreement shall be governed by and construed and enforced in accordance with the internal laws of the State of Delaware, without regard to the principles of conflict of laws. Each party agrees that all legal proceedings concerning the interpretation, enforcement and defense of the transactions contemplated by any of this agreement (whether brought against a party or its respective affiliates, directors, officers, owners, employees or agents) shall be commenced in the state and federal courts sitting in Connecticut. Each party hereby irrevocably submits to the exclusive jurisdiction of the Connecticut Courts for the adjudication of any dispute under or in connection with this agreement or with any transaction contemplated hereby or discussed here, and hereby irrevocably waives, and agrees not to assert in any suit, action or proceeding, any claim that it is not personally subject to the jurisdiction of such Connecticut Courts, or such Connecticut Courts are improper or inconvenient venue for such proceeding. Each party hereby irrevocably waives personal service of process and consents to process being served in any such suit, action or proceeding by mailing a copy via registered or certified mail or overnight delivery (with evidence of delivery) to such party at the address in effect for notices to it under this agreement and agrees that such service shall constitute good and sufficient service of process and notice. Nothing contained here shall be deemed to limit in any way any right to serve process in any other manner permitted by applicable law. Each party hereby irrevocably waives, to the fullest extent permitted by applicable law, any and all right to trial by jury in any legal proceeding arising out of or relating to this agreement or the transactions contemplated hereby.

13.7 Amendment and Waivers. Any provisions of the Agreement may be amended or waived only with the prior written consent of ROM and Employee.

IN WITNESS WHEREOF, the Parties hereto have executed this Employment Agreement as of the day and year first above written.

“ROM”

ROM Technologies, Inc.

By:

Leland Thoburn

Leland Thoburn
Its Secretary

Date: 08/12/2020

“Employee”

Michael Mueller

Employee Name:

Date: 08/12/2020

Exhibit "A"
Further Description of Duties and Compensation

Additional Description of Duties:

- Software development for the clinician portal and patient app middleware as needed
- Software development for the patient app as needed
- Maintain server configurations, server uptime, server administration
- Build planning, build deployments, build automation
- Automated build server configuration and maintenance
- Source code repository configuration and maintenance
- Continuous improvements to build and deployment process
- Documentation for the infrastructure architecture
- Travel to the CT office 3-5 days per month
- Other duties as assigned by the software manager

Reporting to: Joseph Kralicky, Software Manager

Compensation: \$95,000.00 per year

Exhibit "B"
Benefits

1. Healthcare: ROM offers to pay for 50% coverage of personal healthcare plan. The plan goes into effect on the first of the following month after hire.
2. Paid Time Off (PTO):
 - 15 personal days and 5 sick days per year

Rules of use:

- No more than 3 consecutive days can be taken during the first 6 months of employment
 - PTO and sick days must be used in their respective year of employment. However, Employee may carry 5 days of accrued PTO over into a new calendar year and any accrued PTO in excess will be forfeited if not used. Sick days cannot be carried over into a new calendar year.
 - All PTO days taken must be approved by supervisor
 - After 1st year of employment all restrictions on consecutive days are lifted. (Time off must still be approved by supervisor)
 - PTO and sick leave will accrue based on the calendar year
 - An Employee carrying PTO balances may not opt to take excused absences without pay in lieu of PTO for purposes of saving accrued PTO time. Employees with insufficient PTO balances to cover requested periods of time off may be granted excused time off without pay at the discretion of the supervisor.
3. Paid Holidays:
 - New Year's Day (January 1)
 - Memorial Day (third Monday in May)
 - Independence Day (July 4)
 - Labor Day (first Monday in September)
 - Thanksgiving Day (fourth Thursday in November)
 - Christmas Day (December 25)
 4. Retirement Plan: You will be eligible to participate in ROMTech's 401(k) retirement plan. There is a 30-day waiting period for all new employees and enrollment kicks in quarterly.