

<b>PATENT ASSIGNMENT COVER SHEET</b>
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Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT8313807

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	CONTRACT OF EMPLOYMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
SIMON HUGHES	02/06/2017
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	ACRO AIRCRAFT SEATING LIMITED
<b>Street Address:</b>	ELDON WAY
<b>Internal Address:</b>	CRICK INDUSTRIAL ESTATE
<b>City:</b>	CRICK, NORTHAMPTONSHIRE
<b>State/Country:</b>	GREAT BRITAIN
<b>Postal Code:</b>	NN6 7SL
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	17248792
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(971)925-1282
<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>	6139096875
<b>Email:</b>	admin@leberiplaw.com
<b>Correspondent Name:</b>	ANGIE ARMSTRONG-BAKER
<b>Address Line 1:</b>	7001 SEAVIEW AVE NW, SUITE 160-871
<b>Address Line 4:</b>	SEATTLE, WASHINGTON 98117
<b>ATTORNEY DOCKET NUMBER:</b>	0284-002US1
<b>NAME OF SUBMITTER:</b>	ANGIE ARMSTRONG-BAKER
<b>SIGNATURE:</b>	/Angie Armstrong-Baker/
<b>DATE SIGNED:</b>	12/06/2023
<b>Total Attachments: 13</b>	
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Acro Aircraft Seating Limited

Simon Hughes

Contract of Employment

Permanent/Full Time

THIS CONTRACT OF EMPLOYMENT is made 22<sup>nd</sup> December 2016

BETWEEN

Company ("the Company") whose registered office is at Acro Aircraft seating Limited, Old Brighton Road, Lowfield Heath, Crawley, West Sussex, RH11 0PR and **Simon Hughes** of [REDACTED].

1. Commencement

1.1. [REDACTED]

2. Job title

2.1. [REDACTED]

2.2. [REDACTED]

3. Duties of trust and confidence

3.1. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

d. [REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

3.2. [REDACTED]  
[REDACTED]

4. Right to work in the UK

4.1. [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

4.2. [REDACTED]  
[REDACTED]

[Redacted]

4.3.

[Redacted]

5. Remuneration

5.1.

[Redacted]

5.2.

[Redacted]

6. Place of work

6.1.

[Redacted]

6.2.

[Redacted]

6.3.

[Redacted]

7. Hours of work

Normal Hours

7.1.

[Redacted]

Additional Hours

7.2.

[Redacted]

7.3.

[Redacted]

[Redacted]

8. Probationary period

8.1. [Redacted]

8.2. [Redacted]

8.3. [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

8.4. [Redacted]

9. Termination of employment

9.1. [Redacted]

9.2. [Redacted]

9.3. [Redacted]

9.4. [Redacted]

[Redacted]

9.5.

[Redacted]

- [Redacted]

- [Redacted]

- [Redacted]

- [Redacted]

- [Redacted]

9.6.

[Redacted]

- [Redacted]

- [Redacted]

- [Redacted]

9.7.

[Redacted]

Non-Solicitation of Customers

9.8.

[Redacted]



[Redacted]

Non-Solicitation of Employees

9.9. [Redacted]

Return of Property on Termination

9.10. [Redacted]

10. Deductions

10.1. [Redacted]

11. Annual holidays

11.1. [Redacted]

11.2. [Redacted]

11.3. [Redacted]

[Redacted]

11.4.

[Redacted]

11.5.

[Redacted]

11.6.

[Redacted]

**12. Sickness**

12.1.

[Redacted]

12.2.

[Redacted]

12.3.

[Redacted]

12.4.

[Redacted]

12.5. [REDACTED]

**13. Pension and benefits**

13.1. [REDACTED]  
[REDACTED]

13.2. [REDACTED]  
[REDACTED]

13.3. [REDACTED]  
[REDACTED]  
[REDACTED]

13.4. [REDACTED]

13.5. [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**14. Confidential information**

14.1. [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

14.2. [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

a. [REDACTED]

b. [REDACTED]

**15. Intellectual property**

15.1. Any invention, development, process, design, formula, specification, programme, intellectual property right or other matter or work (collectively called 'the Inventions') made, developed or discovered by you in the course of your employment, either alone or with others, shall directly be disclosed to the Company and subject to Patent legislation operable at the time, and shall belong to and be the absolute property of the Company.

**16. Discipline and grievance procedures**

16.1. [REDACTED]

**17. Data protection**

17.1. [REDACTED]

18. Health and safety

18.1. [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

18.2. [Redacted]

19. Expenses

19.1. [Redacted]

19.2. [Redacted]  
[Redacted]  
[Redacted]

20. Short time working and lay off

20.1. [Redacted]  
[Redacted]  
[Redacted]

21. Enhanced disclosure

21.1. [Redacted]  
[Redacted]  
[Redacted] [Redacted]  
[Redacted]

21.2. [Redacted]  
[Redacted]  
[Redacted]

22. Driving licence

22.1. [Redacted]  
[Redacted]

[Redacted]

22.2. [Redacted]

22.3. [Redacted]

22.4. [Redacted]

22.5. [Redacted]

23. General

23.1. [Redacted]

[Redacted]

23.3. [Redacted]

23.4. [Redacted]

23.5. [Redacted]

23.6. [Redacted]

23.7.



Signed for and on behalf of Acro Aircraft Seating Ltd by its duly authorised representative

Director (pp)

Print name Ana Galarza-Ott  
Human Resources Administrator

I accept the offer of employment with Acro Aircraft Seating Ltd and have read the terms and conditions contained in this document.

Signed by **Simon Hughes**

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