

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

Assignment ID: PATI438648

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
Marcus ALLEN	10/03/2011
RECEIVING PARTY DATA	
Company Name:	Salts Healthcare Limited
Street Address:	Richard Street
Internal Address:	Aston, West Midlands
City:	Birmingham
State/Country:	UNITED KINGDOM
Postal Code:	B7 4AA
PROPERTY NUMBERS Total: 4	
Property Type	Number
Application Number:	18453607
Application Number:	18453645
Application Number:	16649070
Application Number:	18453630
CORRESPONDENCE DATA	
Fax Number:	
<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:	(720)795-7976
Email:	pwright@leydig.com,assignments@leydig.com
Correspondent Name:	Peyton Wright
Address Line 1:	4940 Pearl East Circle
Address Line 2:	Suite 200
Address Line 4:	Boulder , COLORADO 80301
ATTORNEY DOCKET NUMBER:	338316: 27-20 US
NAME OF SUBMITTER:	Peyton Wright
SIGNATURE:	Peyton Wright
DATE SIGNED:	08/19/2024
Total Attachments: 14	

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Our Ref: WW: 12277/L

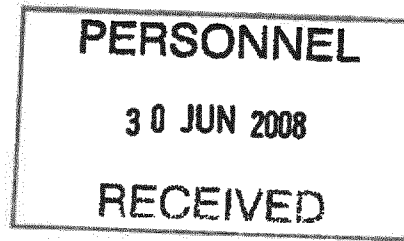
25 June 2008

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SALTS

HEALTHCARE

Salts Healthcare Limited
Richard Street Aston Birmingham B7 4AA
Telephone: +44 (0) 121 333 2000
Fax: +44 (0) 121 333 2010
E-mail: salt@salts.co.uk
Website: www.salts.co.uk



Dear Marcus

Further to your recent Interview with ourselves, I am pleased to offer you the position of **Product Engineer** on the following terms and conditions:

1 STARTING DATE

Your employment will commence on Tuesday 1 July 2008. No employment with a previous employer counts as part of your continuous period of employment with Salts Healthcare Ltd., i.e. the "Company".

2 SALARY

Your salary will be £[REDACTED] per annum, paid monthly in arrears direct into your Bank/Building Society Account.

3 HOURS OF WORK

This position is full time, [REDACTED] hours per week.

Monday to Friday: [REDACTED]

Or as required to meet the needs of the business.



Head Office, Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 74096.
Directors: E.E. J. Salt, Chief Executive; P.W.D. Salt, Managing Director; R.J.A. Salt, Export Director.



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HEALTHY STOMACH SKIN



PATENT

REEL: 068701 FRAME: 0457



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4 HOLIDAY

The Company holiday year runs from 1st January to 31st December. Your holiday for 2008 will be on a pro-rata basis of [REDACTED] days.

5 RIGHT TO WORK IN THE UK

Your appointment is subject to production of relevant original documentation proving your legal entitlement to work in the UK.

6 REFERENCES

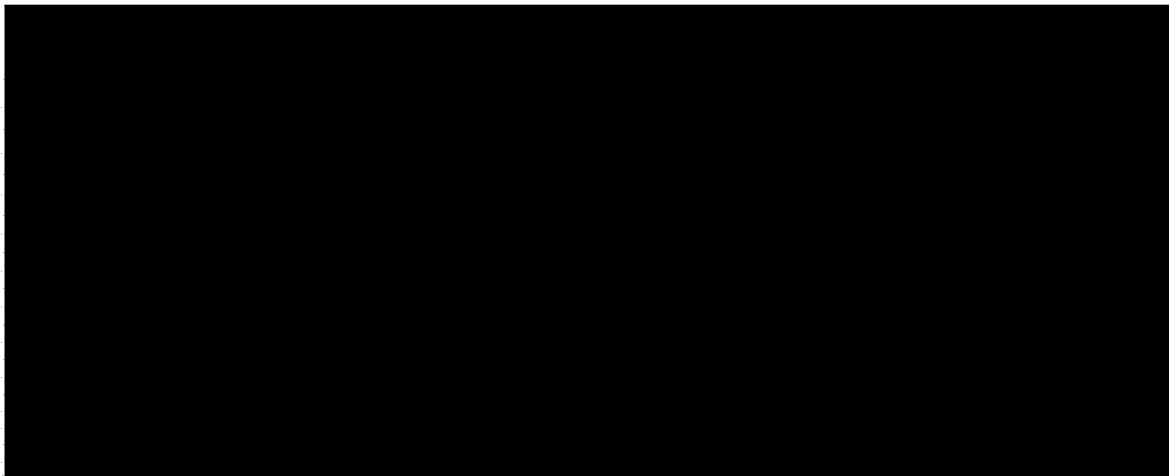
Your appointment is subject to the receipt of satisfactory references.

7 TRIAL PERIOD

This position is for a trial period of 6 months, after which a review will take place, subject to prior termination by the Company or employee of not less than one weeks notice in writing.

8 COMPANY RULES

A copy of the Employees' Handbook, which sets out the general terms and conditions of your employment, will be given to you on your Induction. These conditions are in addition to those set out in this letter and if there is any conflict between the two, then the conditions in this letter will apply. The Company reserves the right to vary the Company rules from time to time and any such changes will be notified to you in writing.



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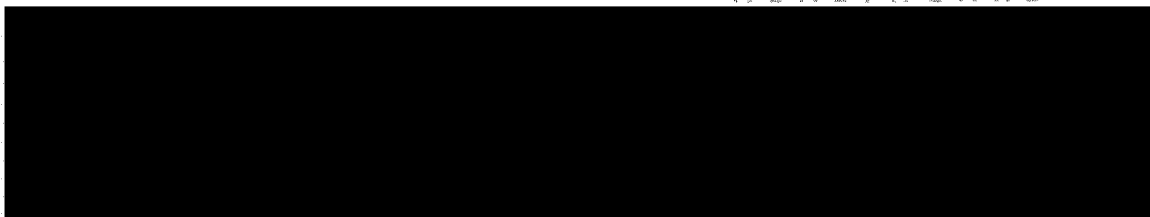
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HEALTHCARE

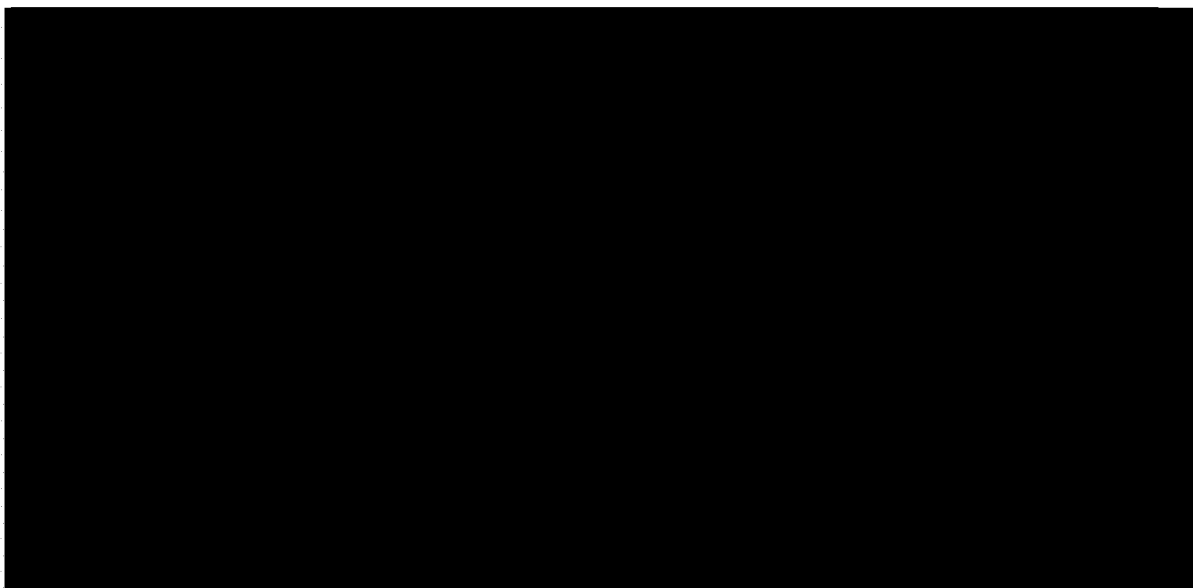


11 RESTRICTIVE COVENANT

As an employee you are requested to read thoroughly, sign and return one copy of the attached Restrictive Covenants Clause, which is in line with your position. Should you have any questions regarding this Clause, please do not hesitate to contact me.

12 PENSION SCHEME

Subject to eligibility, you will be entitled to contribute to the Company Pension Scheme, further details of which will be given to you on your Induction Programme.



16 HEALTH AND SAFETY AT WORK

You will be given information relating to Health & Safety at work on your Induction Programme.



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In order to confirm your acceptance of the offer outlined above, and thus your contract of employment with the Company, please sign the enclosed copy letter, Restrictive Covenant, and complete the Application Form and return these to me under confidential cover in the envelope provided. On receipt of your letter of acceptance references will be requested.

I have also enclosed a Bank Details Form for you to complete and return to me so that arrangements can be made for payment of your salary.

I would like to take this opportunity of welcoming you to Salts Healthcare and hope that our association will be of mutual benefit.

I look forward to hearing from you.

Kind regards,

Yours sincerely,

MRS WENDY E. WILDE
Finance & Personnel Manager

Enc

I ACCEPT THE POSITION OFFERED UNDER THE TERMS AND CONDITIONS OUTLINED:

SIGNED:  DATE: 



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B1 4AA. Registered in England No. 285996
Directors: R.E. St. J. Salt, Chief Executive, R.W.D. Salt, Managing Director, R.J.A. Salt, Export Director



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BOWEL



PATENT

REEL: 068701 FRAME: 0460

PERSONNEL

30 JUN 2008

RECEIVED

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SALTS HEALTHCARE LTD

RESTRICTIVE COVENANT CLAUSE

NAME OF EMPLOYEE:	MR MARCUS ALLEN
JOB TITLE:	PRODUCT ENGINEER
COMMENCEMENT DATE:	TUESDAY 1 JULY 2008

1.1 As an employee, you will in the course of your duties have regular access to:

1.1.1 written lists or lists held on computer disc of the names and addresses of patients who use the Company's products or the products of other companies which are supplied to patients by the Company; and

1.1.2 written or computerised records giving details of the products provided for each patient and of the patient's specific needs; and

1.1.3 written information or information held on computer disc concerning the Company's existing and proposed products and its pricing policies therefor.

The Company regards this information as commercially sensitive and specifically treats the information described in clauses 1.1.1, 1.1.2 and 1.1.3 hereof as trade secrets for the purposes of this Clause.

1.2 You shall not, except as authorised or required by your employment hereunder, or except as required by law, at any time (whether during or after termination of employment) reveal to any person, firm or company or use for your own benefit any of the Company's trade secrets as set out in clauses 1.1.1; 1.1.2 and 1.1.3 above or other commercially sensitive confidential information belonging to the Company concerning the Company's patients, customers, finances or products which has or may have come to your knowledge during your employment.

1.3 As an employee you shall keep with inviolable secrecy all such matters and information entrusted to you and not use or attempt to use such information in a manner which may injure or cause loss to the Company.

1.4 The provisions of this Clause shall not apply to information which comes into the public domain other than by reason of the employee's default.

Continued....



INVESTMENT IN PEOPLE



FIM 26706

Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 746196
Directors: R.E.S.J. Salt, Chief Executive; P.W.D. Salt, Managing Director; R.J.A. Salt, Export Director



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Page 2.

SALTS
HEALTHCARE

2.1 In addition to your implied duty of good faith, you shall neither in contemplation of termination of employment nor within 3 months after such termination, whether on your own account or on behalf of any other person, firm or company:

2.1.1 solicit the custom of; or

2.1.2 receive orders from; or

2.1.3 otherwise deal with

any person, firm or company who at any time during the last 12 months of employment was:

2.1.3.1 a customer of the Company or a patient with whom you dealt with whilst employed by the Company;

2.1.3.2 a supplier of the Company with whom you dealt with whilst employed by the Company;

2.1.3.3 an agent of the Company;

2.1.3.4 a distributor of the Company;

2.1.3.5 otherwise in the habit of dealing with the Company;

2.1.3.6 an employee or an independent contractor of the Company.

This Clause shall operate on the footing that the restrictions imposed by it will be severable so as to have effect as separate and distinct restrictions.

3. As an employee you shall not for a period of 3 months from the date of termination of employment, howsoever caused, employ or cause to be employed whether directly or indirectly, any person who at any time during a period of 12 months prior to such termination is or has been an employee of the Company.

4. The parties agree that the covenants set out in Clauses 1 to 3 inclusive above are separate and are severable and enforceable accordingly and whilst the restrictions are considered by the parties to be reasonable in all the circumstances at the date of this Agreement, it is acknowledged that if any of these clauses should be invalid in whole or in part, whether because of changed or unforeseen circumstances or any other reason, such clauses would be adjudged to be valid or effective if part of the clause or clauses were deleted then the same shall apply with such modifications as are necessary.

SIGNED ON BEHALF OF SALTS HEALTHCARE LTD:

..... *[Signature]*

DATED:

..... 25 June 2008

I HEREBY CONFIRM MY ACCEPTANCE OF THE RESTRICTIVE COVENANT OUTLINED ABOVE:

SIGNED BY EMPLOYEE:

..... *[Signature]*

DATED:

..... 16/06/08



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 740996.
Directors: RE St.J. Salt, Chief Executive, PWD Salt, Managing Director, R.J.A. Salt, Export Director



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REEL: 068701 FRAME: 0462

Our Ref: WW 14626/L

15 February 2011

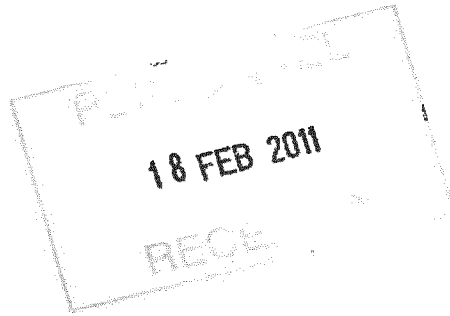
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SALTS

HEALTHCARE

Salts Healthcare Limited
Richard Street Aston Birmingham B7 4AA
Telephone: +44 (0) 121 333 2000
Fax: +44 (0) 121 333 2010
E-mail: salt@salts.co.uk
Website: www.salts.co.uk



Dear Marcus

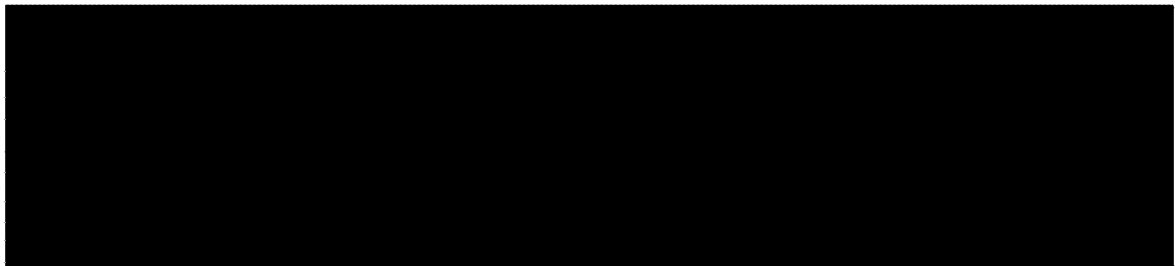
Further to your recent promotion, I am pleased to amend your Contract of Employment with Salts Healthcare as follows:-

JOB TITLE

As from Tuesday 4 January 2011 your job title will be amended to Senior Engineer.

2 SALARY

As from Tuesday 4 January 2011, your salary will be £[REDACTED] per annum, paid monthly in arrears direct into your Bank/Building Society Account.



11 RESTRICTIVE COVENANT

As an employee you are requested to read thoroughly, sign and return one copy of the attached Restrictive Covenants Clause, which is in line with your position. Should you have any questions regarding this Clause, please do not hesitate to contact me.

All other terms and conditions are as your original Contract of Employment dated 25 June 2008.



Head Office: Salts Healthcare Limited, Richard Street Aston Birmingham B7 4AA. Registered in England No. 74096.
Directors: RE St.J. Sob, Chief Executive; FWD. Salt, Managing Director; R.J.A. Salt, Export Director; I.G. Taylor, Financial Director.



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In order to confirm your acceptance of the amendments above, and thus your contract of employment with the Company, please sign the enclosed copy Letter, and the Restrictive Covenant, and return to me under confidential cover in the envelope provided.

May I take this opportunity in congratulating you on your promotion.

Kind regards,

Yours sincerely,

MRS. WENDY E. WILDE
Human Resource Manager

Enc

**I ACCEPT THE AMENDMENTS TO MY CONTRACT OF EMPLOYMENT
WITH SALTS HEALTHCARE LTD UNDER THE TERMS AND
CONDITIONS OUTLINED:**

SIGNED:  **DATED:** 16/02/2011



Head Office, Salts Healthcare Limited, Richard Street, Aston, Birmingham B4 6BA Registered in England No. 540395
Directors: RE. SLJ, Salt, Chief Executive; RW.D, Salt, Managing Director; R. J. A, Salt, Export Dir



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REEL: 068701 FRAME: 0464



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HEALTHCARE

PE
18 FEB 2011
REST

SALTS HEALTHCARE LTD

RESTRICTIVE COVENANT CLAUSE

NAME OF EMPLOYEE:	MR MARCUS ALLEN
JOB TITLE:	SENIOR ENGINEER
COMMENCEMENT DATE OF NEW ROLE :	TUESDAY 4 JANUARY 2011

1.1 As an employee, you will in the course of your duties have regular access to:

- 1.1.1 written lists or lists held on computer disc of the names and addresses of patients who use the Company's products or the products of other companies which are supplied to patients by the Company; and
- 1.1.2 written or computerised records giving details of the products provided for each patient and of the patient's specific needs; and
- 1.1.3 written information or information held on computer disc concerning the Company's existing and proposed products and its pricing policies therefor.

The Company regards this information as commercially sensitive and specifically treats the information described in clauses 1.1.1, 1.1.2 and 1.1.3 hereof as trade secrets for the purposes of this Clause.

1.2 You shall not, except as authorised or required by your employment hereunder, or except as required by law, at any time (whether during or after termination of employment) reveal to any person, firm or company or use for your own benefit any of the Company's trade secrets as set out in clauses 1.1.1; 1.1.2 and 1.1.3 above or other commercially sensitive confidential information belonging to the Company concerning the Company's patients, customers, finances or products which has or may have come to your knowledge during your employment.

1.3 As an employee you shall keep with inviolable secrecy all such matters and information entrusted to you and not use or attempt to use such information in a manner which may injure or cause loss to the Company.

1.4 The provisions of this Clause shall not apply to information which comes into the public domain other than by reason of the employee's default.

Continued....



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B4 4AA. Registered in England No. 74096
Directors: P.E. Salt, Chief Executive; R.W.D. Salt, Managing Director; R.L.A. Salt, Export Director



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Page 2.

SALTS
HEALTHCARE

2.1 In addition to your implied duty of good faith, you shall neither in contemplation of termination of employment nor within 3 months after such termination, whether on your own account or on behalf of any other person, firm or company:

2.1.1 solicit the custom of; or

2.1.2 receive orders from; or

2.1.3 otherwise deal with

any person, firm or company who at any time during the last 12 months of employment was:

2.1.3.1 a customer of the Company or a patient with whom you dealt with whilst employed by the Company;

2.1.3.2 a supplier of the Company with whom you dealt with whilst employed by the Company;

2.1.3.3 an agent of the Company;

2.1.3.4 a distributor of the Company;

2.1.3.5 otherwise in the habit of dealing with the Company;

2.1.3.6 an employee or an independent contractor of the Company.

This Clause shall operate on the footing that the restrictions imposed by it will be severable so as to have effect as separate and distinct restrictions.

3. As an employee you shall not for a period of 3 months from the date of termination of employment, howsoever caused, employ or cause to be employed whether directly or indirectly any person who at any time during a period of 12 months prior to such termination is or has been an employee of the Company.

4. The parties agree that the covenants set out in Clauses 1 to 3 inclusive above are separate and are severable and enforceable accordingly and whilst the restrictions are considered by the parties to be reasonable in all the circumstances at the date of this Agreement, it is acknowledged that if any of these clauses should be invalid in whole or in part, whether because of changed or unforeseen circumstances or any other reason, such clauses would be adjudged to be valid or effective if part of the clause or clauses were deleted then the same shall apply with such modifications as are necessary.

SIGNED ON BEHALF OF SALTS HEALTHCARE LTD:

DATED:

15 February 2011

I HEREBY CONFIRM MY ACCEPTANCE OF THE RESTRICTIVE COVENANT OUTLINED ABOVE:

SIGNED BY EMPLOYEE:

DATED:

16/02/2011



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA Registered in England No. 18096
Directors: R.L.J. Salt, Chief Executive; P.W.D. Salt, Managing Director; R.I.A. Salt, Export Director



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REEL: 068701 FRAME: 0466



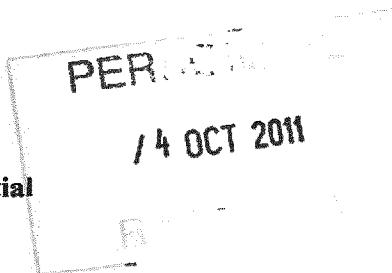
SALTS

HEALTHCARE

Our Ref: WW: 15234/L

30 September 2011

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Salts Healthcare Limited
Richard Street Aston Birmingham B7 4AA
Telephone: +44 (0) 121 333 2000
Fax: +44 (0) 121 333 2010
E-mail: salt@salts.co.uk
Website: www.salts.co.uk

Dear Marcus

Further to your recent promotion, I am pleased to amend your Contract of Employment with Salts Healthcare Ltd as follows:-

JOB TITLE

As from Monday 3 October 2011 your job title will be changed to Ringway Operations Manager.

2 SALARY

As from Monday 3 October 2011, your salary will be increased to £[REDACTED] per annum, paid monthly in arrears direct into your Bank/Building Society Account.

11 RESTRICTIVE COVENANT

As an employee you are requested to read thoroughly, sign and return one copy of the attached Restrictive Covenants Clause, which is in line with your position. Should you have any questions regarding this Clause, please do not hesitate to contact me.

All other terms and conditions remain as your original Contract of Employment dated 25 June 2008 and your amended Contract of Employment dated 15 February 2011.



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 74096.
Directors: PE St J Salt, Chief Executive; PWD Salt, Managing Director; RJA Salt, Export Director



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HEALTHCARE

In order to confirm your acceptance of the amendments above, and thus your contract of employment with the Company, please sign the enclosed copy Letter, and the Restrictive Covenant, and return to me under confidential cover in the envelope provided.

Kind regards,

Yours sincerely,

W Kerley

MRS. WENDY E. KERLEY
Human Resource Manager

Enc

**I ACCEPT THE AMENDMENTS AND EXTENSION TO MY CONTRACT OF
EMPLOYMENT WITH SALTS HEALTHCARE LTD UNDER THE TERMS AND
CONDITIONS OUTLINED:**

SIGNED: *M. Allen* DATED: *3/10/11*



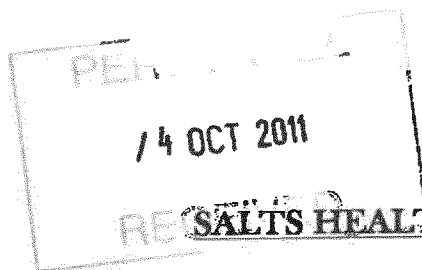
Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 244794
Directors: P.E. St. L. Salt, Chief Executive; P.W.D. Salt, Managing Director; R.B. Salt, Export Director



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SALTS HEALTHCARE LTD

RESTRICTIVE COVENANT CLAUSE

NAME OF EMPLOYEE:	MR MARCUS ALLEN
JOB TITLE:	RINGWAY OPERATIONS MANAGER
COMMENCEMENT DATE OF NEW ROLE:	MONDAY 3 OCTOBER 2011

1.1 As an employee, you will in the course of your duties have regular access to:

1.1.1 written lists or lists held on computer disc of the names and addresses of patients who use the Company's products or the products of other companies which are supplied to patients by the Company; and

1.1.2 written or computerised records giving details of the products provided for each patient and of the patient's specific needs; and

1.1.3 written information or information held on computer disc concerning the Company's existing and proposed products and its pricing policies therefor.

The Company regards this information as commercially sensitive and specifically treats the information described in clauses 1.1.1, 1.1.2 and 1.1.3 hereof as trade secrets for the purposes of this Clause.

1.2 You shall not, except as authorised or required by your employment hereunder, or except as required by law, at any time (whether during or after termination of employment) reveal to any person, firm or company or use for your own benefit any of the Company's trade secrets as set out in clauses 1.1.1; 1.1.2 and 1.1.3 above or other commercially sensitive confidential information belonging to the Company concerning the Company's patients, customers, finances or products which has or may have come to your knowledge during your employment.

1.3 As an employee you shall keep with inviolable secrecy all such matters and information entrusted to you and not use or attempt to use such information in a manner which may injure or cause loss to the Company.

1.4 The provisions of this Clause shall not apply to information which comes into the public domain other than by reason of the employee's default.

Continued....



Head Office: Salts Healthcare Limited, Richard Street, Aston, Birmingham, B7 4AA. Registered in England No. 140998
Directors: RE. St. J. Salt, Chief Executive; P. W. D. Salt, Managing Director; R. J. A. Salt, Export Director



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Page 2.

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2.1 In addition to your implied duty of good faith, you shall neither in contemplation of termination of employment nor within 3 months after such termination, whether on your own account or on behalf of any other person, firm or company:

2.1.1 solicit the custom of; or

2.1.2 receive orders from; or

2.1.3 otherwise deal with

any person, firm or company who at any time during the last 12 months of employment was:

2.1.3.1 a customer of the Company or a patient with whom you dealt with whilst employed by the Company;

2.1.3.2 a supplier of the Company with whom you dealt with whilst employed by the Company;

2.1.3.3 an agent of the Company;

2.1.3.4 a distributor of the Company;

2.1.3.5 otherwise in the habit of dealing with the Company;

2.1.3.6 an employee or an independent contractor of the Company.

This Clause shall operate on the footing that the restrictions imposed by it will be severable so as to have effect as separate and distinct restrictions.

3. As an employee you shall not for a period of 3 months from the date of termination of employment, howsoever caused, employ or cause to be employed whether directly or indirectly any person who at any time during a period of 12 months prior to such termination is or has been an employee of the Company.

4. The parties agree that the covenants set out in Clauses 1 to 3 inclusive above are separate and are severable and enforceable accordingly and whilst the restrictions are considered by the parties to be reasonable in all the circumstances at the date of this Agreement, it is acknowledged that if any of these clauses should be invalid in whole or in part, whether because of changed or unforeseen circumstances or any other reason, such clauses would be adjudged to be valid or effective if part of the clause or clauses were deleted then the same shall apply with such modifications as are necessary.

SIGNED ON BEHALF OF SALTS HEALTHCARE LTD:

..... W. K. K.

DATED:

..... 30 Sept 2011

I HEREBY CONFIRM MY ACCEPTANCE OF THE RESTRICTIVE COVENANT OUTLINED ABOVE:

SIGNED BY EMPLOYEE:

..... M. K. K.

DATED:

..... 3/10/11



Head Office: Salts Healthcare Limited, Redwood Street, Aston, Birmingham, B7 4AA. Registered in England No. 74096.
Directors: R.E. St. J. Salt, Chief Executive; R.W.D. Salt, Managing Director; R.J.A. Salt, Export Director.



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RECORDED: 08/19/2024

REEL: 068701 FRAME: 0470