

03-22-2002



Form PTO-1594 (Rev. 03/01) OMB No. 0651-0027 (exp. 5/31/2002) Tab settings

U.S. DEPARTMENT OF COMMERCE U.S. Patent and Trademark Office

102027891

To the Honorable Commissioner of Patents and Trademarks: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies): Grace-Lee Products, Inc. 2-11-02
Individual(s) Association General Partnership Limited Partnership
[checked] Corporation-State Other
Additional name(s) of conveying party(ies) attached? [] Yes [] No

2. Name and address of receiving party(ies) Name: Ecolab Inc. Internal Address: Street Address: 370 Wabasha Street North City: St. Paul State: MN Zip: 55102
Individual(s) citizenship Association General Partnership Limited Partnership
[checked] Corporation-State Delaware Other
If assignee is not domiciled in the United States, a domestic representative designation is attached: [] Yes [] No (Designations must be a separate document from assignment) Additional name(s) & address(es) attached? [] Yes [] No

3. Nature of conveyance: [checked] Assignment Merger Security Agreement Change of Name Other
Execution Date: December 22, 1997

4. Application number(s) or registration number(s): A. Trademark Application No.(s) B. Trademark Registration No.(s) 576197, 1009374 1381989, 1501826, 1533862, 1992439
Additional number(s) attached [checked] Yes [] No

5. Name and address of party to whom correspondence concerning document should be mailed: Name: Edward R. Courtney, Esq. Internal Address: Law Department Ecolab Inc. Street Address: 370 Wabasha Street North City: St. Paul State: MN Zip: 55102

6. Total number of applications and registrations involved: 9
7. Total fee (37 CFR 3.41): \$ 240.00 Enclosed Authorized to be charged to deposit account
8. Deposit account number: 05450

DO NOT USE THIS SPACE

9. Signature: Edward R. Courtney Signature January 31, 2002 Date
Name of Person Signing
Total number of pages including cover sheet, attachments, and document: 9

Mail documents to be recorded with required cover sheet information to: Commissioner of Patent & Trademarks, Box Assignments Washington, D.C. 20231

03/21/2002 JJALLAN2 00000042 050450 576197
01 481 240.00 CH
02 482 200.00 CH

TRADEMARK REEL: 002467 FRAME: 0110

**ADDENDUM TO
RECORDATION FORM COVER SHEET**

TRADEMARKS ONLY

The following trademark Registration Numbers are a continuation of the numbers identified in Section 4 of the attached Recordation Form Cover Sheet.

ITEM 4. Application Number(s) or Registration Number(s)

A. Application No(s):

B. Registration No(s): 2033918, 2033919 and 2365520

Schedule A to Assignment of Trademarks

1. Registered Marks

Mark: ACCU-FILL

Reg. No. 2033919

Reg. Date: 1/28/97

Country: U.S.

Mark: FANCIFUL SUN WITH SUNGLASSES (design)

Reg. No.: 371494

Reg. Date: 8/3/90

Country: Canada

Mark: FANCIFUL SUN WITH SUNGLASSES (design)

Reg. No.: 1992439

Reg. Date: 8/13/96

Country: U.S.

Mark: FANCIFUL SUN WITH GLASSES (design)

Reg. No.: 1533862

Reg. Date: 4/11/89

Country: U.S.

Mark: **GLASBRITE**

Reg. No.: 1009374

Reg. Date: 4/22/75

Country: U.S.

Mark: **LAUNDEX**

Reg. No.: 2033918

Reg. Date: 1/28/97

Country: U.S.

Mark: **POLYBOND**

Reg. No.: 341992

Reg. Date: 6/23/88

Country: Canada

Mark: **POLYBOND**

Reg. No.: 1381989

Reg. Date: 2/11/86

Country: U.S.

Mark: **SYNETIC SUDS**

Reg. No. 576197

Reg. Date: 6/23/53

Country: U.S.

Mark: ULTRA SHINE

Reg. No.: 1501826

Reg. Date: 8 30/88

Country: U.S.

2. Unregistered Trademarks/Trade Names

Pending Applications

Mark: PRESTIGE

Serial No.: 75/070633

Filing Date: 3/11/96

Country: U.S.

Mark: SUNSHINE EXPRESS

Serial No.: 75/097152

Filing Date: 5/01/96

Country: U.S.

Other Unregistered Marks

Mark: TRIPLE THE SHINE

Use: Ongoing

Mark: TRIPLE THE PROTECTION

Use: Ongoing

Mark: TRIPLE COAT

Use: Ongoing

3. Unregistered Logos

Mark: FANCIFUL SUNFACE WITH HANDS AND FEET (design)

Serial No.: 75/397807

Filing Date: 12/01/97

Country: U.S.

4. Unregistered Brand and Product Names

None.

State of Minnesota

SECRETARY OF STATE

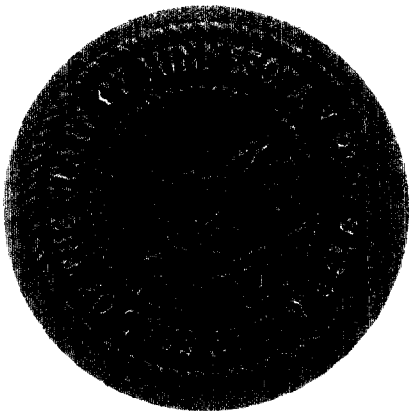
NOTARY COMMISSION CERTIFICATE

I, Mary Kiffmeyer, Secretary of State of Minnesota, keeper of the Great Seal of the State, do hereby certify that a due and diligent search has been made of the notary public records of the Minnesota Department of Commerce and that the person listed below is a duly commissioned Notary Public in the State of Minnesota whose commission expires on the dated listed below.

NAME: Leigh Rand

DATE COMMISSION EXPIRES: January 31, 2005

This certificate has been issued on January 24, 2002.



Mary Kiffmeyer
Secretary of State.

PERFORMANCE APPRAISAL FORM

NON-EXEMPT EMPLOYEES

Employee Name: Thaeon Diaz

Employee # 8056

Performance Review Period: 2/7/02

Type of Review:

(Probation, Annual, Promotion, Special)

INSTRUCTIONS:

1. Please complete form by typing or printing in black ink.
2. The "Employee's Input To Performance Review" form, Section IV, should be given to the employee at least two weeks prior to the formal performance appraisal interview and should be returned to the rating supervisor at least one week prior to the appraisal interview.
3. Section I of the review form, "Individual Performance Ratings", is a listing of major tasks and position responsibilities that were established by the supervisor and the employee at the beginning of the rating period. Any major changes in duties during the rating period must be addressed. Mark with an "X" after the level at which you are rating the employee.
4. In Section II, "General Rating Factors", please rate the employee on all rating factors by placing an "X" in the appropriate box that best indicates where the employee stands. Each rating should be supported by objective examples.
5. The best thing that a manager can do for an employee is to be open and honest. Providing a superficial rating that does not provide adequate feedback to the employee will not allow the employee to improve his/her skills in the future.
6. The "Overall Rating", Section III, need not be an average of Section I and II. The "Overall Rating" is to be weighted heavily on those items that are most important to the individual employee's job.
7. The completed package should be forwarded to the reviewer for action. The reviewer will either forward the form to Human Resources if he/she concurs, or return it to the supervisor if there is a disagreement in the rating.
8. The completed package must be accompanied by the employee's updated resume.

PERFORMANCE LEVEL DEFINITIONS

Exceptional (EX)

Clearly and extraordinarily demonstrates mastery of job and interpersonal skills. Exceptional contribution in functional area. Results show achievements of extremely high value to organizational goals. Recognized by all as an expert.

Superior (SU)

Consistently exceeds job requirements. Continually performs beyond expected results. This employee does own advance planning, anticipates problems and takes appropriate actions. Displays above average leadership and teamwork abilities.

Proficient (PRO)

Meets all requirements and frequently exceeds requirements. This employee is fully proficient. Meets high level of expectation. Is relied on for ideas and results. Takes on special assignments. Puts forth extra effort.

Acceptable (ACC)

Meets most job requirements. An acceptable performer. Needs additional skill or knowledge to meet all job responsibilities. Lacks appropriate behavior traits and/or motivation to meet requirements effectively. Generally requires close supervision.

Unacceptable (UNA)

Does not meet job requirements. Fails to complete assignments in an acceptable manner. Definite lack of some combination of required knowledge, skill, or behavior necessary to perform the job. Use of this category in a performance appraisal requires documentation regarding previous counseling sessions conducted with employee.

SECTION I. INDIVIDUAL PERFORMANCE RATINGS

Please check box if objective is critical to overall performance.

1. Knowledge of the job: Technical knowledge of the job and related work. Versatility.

EX	SU	PRO	ACC	UNA		Critical?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Yes	<input type="checkbox"/>
					No	<input checked="" type="checkbox"/>

Specific Examples to Support Rating: Thaeon is knowledgeable with some of the duties and responsibilities of the position. The position entails posting, reconciling batches, adjusting entries and overall requirements meets the standard.

2. Initiative: Self-starting. Minimal supervision needed. Initiates new and improved methods for mission accomplishment.

EX	SU	PRO	ACC	UNA		Critical?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Yes	<input type="checkbox"/>
					No	<input checked="" type="checkbox"/>

Specific Examples to Support Rating: The employee is an effective worker. However, he cannot be counted upon to solve job problems when they arise. Theon does not also take the initiative to begin a new task after his assigned work is complete. This is an area Thaeon must improve, especially during the absence of his supervisor.

3. Dependability: Is at work regularly and on time. Completes tasks as directed. Goes beyond limits of tasks with minimal supervision needed.

EX	SU	PRO	ACC	UNA		Critical?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Yes	<input type="checkbox"/>
					No	<input checked="" type="checkbox"/>

Specific Examples to Support Rating: The employee cannot be relied upon to work independently. The reason being that he has not fully understands his responsibilities. Dependability also means being counted on to follow guidelines and procedures. Thaeon has been tardy on several occasions and has had few unscheduled leave. His supervisor has addressed the issue of his tardiness. However, he has improved in this important area. Thaeon has also been dependable by working overtime in order to reduce the workload.

Criteria established at the beginning of period. Attach additional sheets if necessary. Please check box if objective is critical to overall performance.

4. Team Player: As a member of the staff, be responsive to the day-to-day needs of his/her supervisor, participate in activities related to his/her various responsibilities and interact with other members of the staff.

EX	SU	PRO	ACC	UNA	Critical?	
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

Specific Examples to Support Rating: Thaeon co-operates with his peers, supervisor and co-workers, both Kathpal and government employees.

5. OBJECTIVE: The objective of a team player is working as group to meet the organization needs. The employee works with co-workers and supervisor to meet that objective.

EX	SU	PRO	ACC	UNA	Critical?	
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

Specific Examples to Support Rating: Team player is part of the job for every employee in an organization. Thaeon works with co-workers and supervisor to meet that objective.

6. OBJECTIVE: _____

EX	SU	PRO	ACC	UNA	Critical?	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Specific Examples to Support Rating: _____

SECTION II. GENERAL RATING FACTORS

1. Technical Quality of Work: Regularly reviews all phases of work to identify or avoid problems/errors. Takes early corrective action to produce complete, accurate, and operationally efficient work that meets both time and specification requirements. Displays technical competence.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: The quality of Thaeon' work output is good. However, his supervisor has corrected his errors on numerous occasions. These errors are due to the employee not paying attention to detail. The employee has the tendency of being on the phone and at the same time processing. His supervisor has warned him on several occasions about the possibility of making errors while on the phone. The employee has shown little improvement in this important area.

2. Quantity of Work: Achieves goals and agreed-upon objectives within established time constraints and follows through on commitments/tasks.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: During the employee's 90-day probation, he was below the required production standard. After the employee has more knowledgeable of his duties, he sometimes meets and exceeds the required production standard.

3. Growing KATHPAL's Business: Participates in marketing activities outside of normal job duties, pursues new business opportunities, and identifies marketing leads. Actively works on proposal activities or performs other actions which enhance KATHPAL's reputation in the marketplace.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: N/A _____

4. Customer Service Skills: Responds to customers' needs (internal and external) in a timely, positive, and effective manner with the goal of generating new business for KATHPAL. Enhances position with the client and builds confidence in KATHPAL's work and people.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: The employee responds to customers' needs internally. For instance, the customers' may request an overtime when there is a backlog in the department. The employee responds by taking the initiative to work overtime in order to reduce the workload.

5. Group/Team Work: Makes productive contributions to the achievement of peer/work group objectives and to the resolution of problems. Shares information, input, and assistance. Facilitates constructive group interaction and information exchange. Considers suggestions and recommended changes.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: Theon co-operates with coworkers and supervisor. The employee works with co-workers in solving data entry problems.

6. Communications: Expresses thoughts and ideas clearly. Utilizes the English language effectively in both oral and written presentations.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: This position does not involve a great deal of oral and written communication. However, the position simply requires details. Thaeon has not fully comprehended the details that are involved in this position. Theon needs to more closely focus on details by reading the documents that are being processed. This will assist the employee in resolving some of his own problems without the assistance of his supervisor.

7. Planning and Organization: Ability to systematically provide for both long and short range objectives and develop effective work schedules.

EX	SU	PRO	ACC	UNA
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific Examples to Support Rating: The employee's workstation is always neat and materials needed to perform the job are always accessible. However, on two different occasions, documents were placed in a drawer for over a month that was supposed to be processed. Thaeon has corrected these types of errors and they have not re-occurred.

SECTION III. OVERALL RATING

(Consider both Section I and Section II)

Exceptional Superior Proficient Acceptable Unacceptable

Updated Resume is Attached

T.D.

Employee's Initials

[Signature]

Supervisor's Initials

Date of Performance Review

[Signature]

Reviewer's Signature

3/4/02

Date

[Signature]

Employee's Signature

3-4-02

Date

Note: An employee's signature acknowledges that the employee has been given a formal performance review and does not indicate or imply agreement with this review.

Employee Comments _____

(Attach additional sheets if more space is needed)

SECTION III. OVERALL RATING

(Consider both Section I and Section II)

Exceptional	Superior	Proficient	Acceptable	Unacceptable
<input style="width: 50px; height: 20px;" type="checkbox"/>	<input style="width: 50px; height: 20px;" type="checkbox"/>	<input style="width: 50px; height: 20px;" type="checkbox"/>	<input style="width: 50px; height: 20px;" type="checkbox"/>	<input style="width: 50px; height: 20px;" type="checkbox"/>

Updated Resume is Attached _____
Employee's Initials Supervisor's Initials

Date of Performance Review _____

<i>Shaun Dugan</i>	3-4-02	<i>Shaun Dugan</i>	3-4-02
Reviewer's Signature	Date	Employee's Signature	Date

Note: An employee's signature acknowledges that the employee has been given a formal performance review and does not indicate or imply agreement with this review.

Employee Comments _____

(Attach additional sheets if more space is needed)