

09-09-2002



FORM PTO-1595
(Rev. 6-93)
OMB No. 0651-0011 (exp. 4/94)

102215108

SHEET

U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office

To the : Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):

- a) William H. Coleman
- b) Andrew L. Linn
- c) Gregory K. Plunkett
- d) Keith E. Fortier
- e) Yong Zhang

9.3.02

Additional name(s) of conveying party(ies) attached? ☐ Yes ☒ No

3. Nature of conveyance:

- ☒ Assignment ☐ Merger
- ☐ Security Agreement ☐ Change of Name
- ☐ Other _____

Execution Date: August 6, 2002

2. Name and address of receiving party(ies)

Name: Salary.com

Internal Address:

Street Address: 888 Worcester Street
Wellesley, MA 02482

Additional name(s) & addresses(es) attached? ☐ Yes ☒ No

4. Application number(s) or patent number(s):

If this document is being filed together with a new application, the execution date of the application is:

A. Patent Application No.(s) 10/172,924; June 17, 2002

B. Patent No.(s)

Additional numbers attached? ☐ Yes ☒ No

5. Name and address of party to whom correspondence
Concerning document should be mailed:

Name: Shane H. Hunter
Address: MINTZ, LEVIN, COHN, FERRIS
GLOVSKY and POPEO. P.C.
One Financial Center
Boston, MA 02111

6. Total number of applications and patents involved: ☒ 1

7. Total fee (37 CFR 3.41).....\$ 40.00

☒ Enclosed

☐ The Commissioner is authorized to charge the deposit
account of the undersigned.

8. Deposit Account No: 50-0311, Ref. No. 21426-022.

DO NOT USE THIS SPACE

9. Statement and signature

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Shane H. Hunter, Reg. No. 41,858

Name of Person Signing

Shane Hunter
Signature

September 3, 2002

Date

Total number of pages including cover sheet, attachments, and document: ☒ 5

Mail documents to be recorded with required cover sheet information to:
Box ASSIGNMENT

Commissioner of Patents and Trademarks
Washington, D.C. 20231

09/06/2002 DBYRNE 00000195 10172924

01 FC:581

40.00 DP

ASSIGNMENT

We, William H. Coleman, Andrew L. Linn, Gregory K. Plunkett, Keith E. Fortier and Yong Zhang, for good and valuable consideration, the receipt of which is hereby acknowledged, hereby assign, sell and transfer to Salary.com, a Delaware corporation, with offices at 888 Worcester Street, Wellesley, MA 02482, and its successors, assigns and legal representatives, all hereinafter referred to as the ASSIGNEE: (1) our entire right, title and interest for the United States and in all countries, in and to any and all inventions, discoveries and applications which are disclosed in the application for United States Letters Patent entitled:

COMPENSATION-DATA PREDICTION

which was filed with the United States Patent and Trademark Office on June 17, 2002, bearing Serial Number 10/172,924, including any renewals, revivals, reissues, reexaminations, extensions, continuations and divisions thereof and any substitute applications therefor; (2) the full and complete right to file patent applications in the name of the ASSIGNEE, its designee, or in my/our names at the ASSIGNEE, or its designee's election, on the aforesaid inventions, discoveries and applications in all countries of the world; (3) the entire right, title and interest in and to any Letters Patent which may issue thereon in the United States or in any country, and any renewals, revivals, reissues, reexaminations and extensions thereof, and any patents of confirmation, registration and importation of the same; and (4) the entire right, title and interest in all Convention and Treaty Rights of all kinds thereon, including without limitation all rights of priority in any country of the world, in and to the above inventions, discoveries and applications.

We hereby authorize and request the competent authorities to grant and to issue any and all such Letters Patent in the United States and throughout the world to the ASSIGNEE of the entire right, title and interest therein, as fully and entirely as the same would have been held and enjoyed by me/us had this assignment, sale and transfer not been made.

We agree, at any time, upon the request of the ASSIGNEE, to execute and to deliver to the ASSIGNEE any additional applications for patents for said inventions and discoveries, or any part or parts thereof, and any applications for patents of confirmation, registration and importation based on any Letters Patent issuing on said inventions, discoveries, or applications and divisions, continuations, renewals, revivals, reissues, reexaminations and extensions thereof.

We further agree at any time to execute and to deliver upon request of the ASSIGNEE such additional documents, if any, as are necessary or desirable to secure patent protection on said inventions, discoveries and applications throughout all countries of the world, and otherwise to do the necessary to give full effect to and to perfect the rights of the ASSIGNEE under this Assignment, including the execution, delivery and procurement of any and all further documents evidencing this assignment, transfer and sale as may be necessary or desirable.

We hereby covenant that no assignment, sale, agreement or encumbrance has been or will be made or entered into which would conflict with this assignment.

We further covenant that ASSIGNEE will, upon its request, be provided promptly with all pertinent facts and documents relating to said invention and said Letters Patent and legal equivalents as may be known and accessible to ASSIGNOR and will testify as to the same in any interference, litigation or proceeding related thereto and will promptly execute and deliver to ASSIGNEE or its legal representatives any and all papers, instruments or affidavits required to apply for, obtain, maintain, issue and enforce said application, said invention and said Letters Patent and said equivalents thereof which may be necessary or desirable to carry out the purposes thereof.

Date: 8/6/02

William H. Coleman
Signature of: William H. Coleman

State of MassachusettsCountry of NorfolkSubscribed and sworn to before me this 6 day of August, 2002.

Melissa Cornacchini
Notary Public

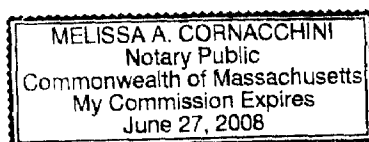
My commission expires June 27, 2008

Date: 8/6/02

Andrew L. Linn
Signature of: Andrew L. Linn

State of MassachusettsCountry of NorfolkSubscribed and sworn to before me this 6 day of August, 2002.

Melissa Cornacchini
Notary Public

My commission expires June 27, 2008

Date: 8/6/02



Signature of: **Gregory K. Plunkett**

State of Massachusetts

Country of Norfolk

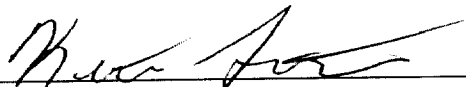
Subscribed and sworn to before me this 16 day of August, 2002.



Notary Public

My commission expires June 27, 2008.

Date: 8/6/02



Signature of: **Keith E. Fortier**

State of Massachusetts

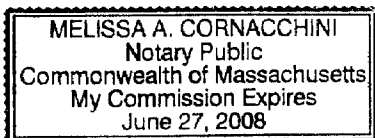
Country of Norfolk

Subscribed and sworn to before me this 16 day of August, 2002.

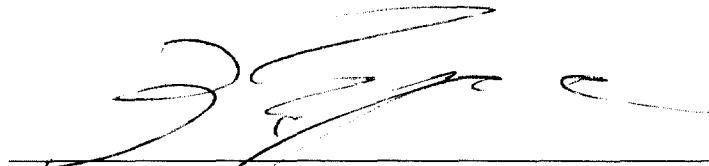


Notary Public

My commission expires June 27, 2008.




Date: 8/10/02


Signature of: **Yong Zhang**

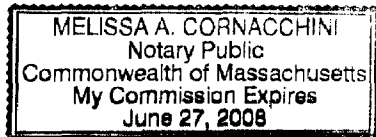
State of Massachusetts

Country of Norfolk

Subscribed and sworn to before me this 6 day of August, 2002.


Notary Public

My commission expires June 27, 2008.



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