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Form PTO-1595 (Rev. 06-12)
OMB No. 0851-0027 (exp. 04/30/2016)

U.S. DEPARTMENT OF COMMERCE
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**RECORDATION FORM COVER SHEET
PATENTS ONLY**

To the Director of the U.S. Patent and Trademark Office: Please record the attached documents or the new address(es) below.

1. Name of conveying party(ies)

Arshak Khachaturlian

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

2. Name and address of receiving party(ies)
Name: TomTom International B.V.
Internal Address: _____

3. Nature of conveyance/Execution Date(s):
Execution Date(s) _____
 Assignment Merger
 Security Agreement Change of Name
 Joint Research Agreement
 Government Interest Assignment
 Executive Order 9424, Confirmatory License
 Other Employee Agreement

Street Address: Rembrandtplein 35

City: Amsterdam
State: _____
Country: NETHERLANDS Zip: 1017 CT
Additional name(s) & address(es) attached? Yes No

4. Application or patent number(s): This document serves as an Oath/Declaration (37 CFR 1.63).
A. Patent Application No.(s)

12/225,733

Additional numbers attached? Yes No


B. Patent No.(s)

5. Name and address to whom correspondence concerning document should be mailed:
Name: TomTom International B.V.
Internal Address: IP Creation

Street Address: De Ruyterkade 154

City: Amsterdam, NETHERLANDS
State: _____ Zip: 1011 AC
Phone Number: _____
Docket Number: 192/US
Email Address: patents@tomtom.com

6. Total number of applications and patents involved: _____
7. Total fee (37 CFR 1.21(h) & 3.41) \$40
 Authorized to be charged to deposit account
 Enclosed
 None required (government interest not affecting title)

9. Signature: 

Sofia Ferrelra

Name of Person Signing

8. Payment Information

Deposit Account Number 504109
Authorized User Name TomTom International B.V.

January 16, 2013
Date
Total number of pages including cover sheet, attachments, and documents: 8

Documents to be recorded (including cover sheet) should be faxed to (571) 273-0140, or mailed to: Mail Stop Assignment Recordation Services, Director of the USPTO, P.O.Box 1450, Alexandria, V.A. 22313-1450

CH \$40.00 504109 12225733

PATENT

29th August 2005

7 7 1 : 2010

Personal

Arshak Khachaturian
Stationsplein 24
2011 LL Haarlem

Dear Arshak,

All of those who have met you believe you will be very successful in our organisation and will make a significant contribution to our business. We are therefore delighted to offer you a position as **Software Developer** with TomTom International B.V. as part of the TomTom Group.

The most important features of your **remuneration and benefits package** as of starting date will be:

- **Target date to start:** we would like you to join us as soon as your current commitments permit, but for the moment parties will accept November 1st 2005 as starting date. Please can you confirm that you can start on this date?
- **Contract:** definite period contract for 12 months, where our intention will be to prolong your contract for an indefinite period after conclusion of the 12 month, provided you've shown proof of qualifications to fit your role within TomTom and this will not conflict with TomTom's business interests
- **Basic salary:** € [redacted] gross per annum, including [redacted] holiday allowance based on full-time employment. Your gross monthly salary excluding holiday allowance (€ [redacted]) will be paid in 12 monthly periods per year for the duration of your employment. The holiday allowance will be paid in May of each year and will be proportioned according to presence during the period taken into account for calculation of the holiday allowance. The salary mentioned can be raised in between times and will be recorded in writing at all times.
- You will be eligible to a **Performance related bonus**, depending on business and personal performance and based upon set targets. The performance related bonus is awarded to reward your overall achievements and your Personal, Operating and Managerial attributes as included in the *TomTom Performance Appraisal Guide*. However this is subject to TomTom policy and may be varied from time to time at TomTom's discretion.
Payment is subject to normal payroll deductions, which for clarity means income tax, employee social security and an administrative charge to cover employer social security charges. Payment of bonuses is neutral, and therefore does not affect holiday allowance, pension scheme etcetera.
- Option to participate in the **TomTom Netherlands Pension scheme** and the risk insurances, as explained below.
- If your salary level would exceed the maximum level of prosperity as set by the governmental bodies and when inclusion in an private health insurance is thus compulsory, you will be allowed to participate to our **Collective private health insurance** with an employer's participation per annum.
- Option to participate in our **Company saving scheme (spaarloonregeling)** in alignment with tax regulations.
- **Holiday:** Next to statutory holidays, you are entitled to 25 working days of annual leave per calendar year.

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Rembrandtplein 35
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f: +1 978 287 95 22

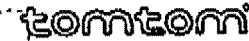
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iban no: NL04RABO0393782832
VAT no: NL-800765679 B01
e: info@tomtom.com
www.tomtom.com

TomTom is a registered trademark of TomTom BV, registered at the Chamber of Commerce, Amsterdam The Netherlands, no 34076599. The general terms and conditions of TomTom BV shall apply to all agreements entered into by TomTom BV. The applicability of any other general terms and conditions is expressly excluded.

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- Based on your future local home address and subsequent future one-way commuting distance you may be eligible for reimbursement of **Commuting costs**, provided the one-way commuting distance is topping 10 km. When this is topping 25 km, you will also have free choice either to receive the max net commuting allowance being € [redacted] a month, or being allocated with a 2nd class public transport pass which will be provided by and paid for by TomTom.
- Trial period:** A trial period of one month will be applicable.

In respect to your remuneration, benefit package and employment issues the attached employment contract including relevant appendixes are also to be considered a part of this document.

Please note that your eligibility to participate in the TomTom's bonus scheme is entirely at TomTom's discretion and that any allocation or future payments will be decided by TomTom at its absolute discretion. TomTom does not guarantee or undertake such allocation or payment unless and until TomTom's confirmation thereof. It should, further, be noted that no allocation or payment will be made unless you are employed by TomTom at the time of payment. You have no entitlement to bonuses for periods in which you are released from your duty to work or for any other reason are not able to perform your duties.

Concerning your participation in the pension scheme, please note the following. TomTom's pension schemes in the Netherlands contain an old age provision and offers a scheme to provide for widows and widowers, as well as schemes to provide for other dependants (orphans and partners), and contains regulations with regard to an invalidity pension. The old age pension is based on a defined contribution scheme. [redacted]

[redacted]. Part of the available contribution may be used to insure the exemption from contribution payment in the event of incapacity for work, insurance of a dependant's pension/orphan's pension, and costs.

Although the employment ends automatically at the age [redacted], which is the pension target-age, both parties can agree to assess the situation whether a prolongation or abbreviation of the employment is desirable and wisely. Early or late retirement is subject to the restrictions set by the tax authorities and is only possible in common agreement.

The job will be based in the Netherlands (Amsterdam) and may require travel to TomTom's global offices. If the company's interest so require, TomTom may alter the base of operations, for which the Employee acknowledges that he will consider this not to be a change in the primary conditions of his employment.

Illustrative overview of your remuneration package, terms and conditions.

This chart shows the main elements of your remuneration and benefits package.

Item	
• Your gross base salary	€ [redacted]
• Average yearly gross business/performance related bonus ^(*)	€ [redacted]
	Total € [redacted]
Illustrative benefits	
• Savings scheme (<i>spaarloonregeling</i>)	€ [redacted]
• Pension scheme/ disability insurance, estimated ^(**) yearly gross employer's contribution	€ [redacted]
• Health insurance, maximum yearly gross employer's contribution	€ [redacted]
• Maximum net commuting allowance a year for commuting > 25 km	€ [redacted]

(*) please note that this is an indication based on most recent numbers over 2004, the actual and future amount pending on your personal and TomTom's business performance and the terms as stated in this offer letter

(**) please note that this is an indication, the actual amount pending on the outcome of the actual conditions of your insurance policy

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Attachments

The attached additional terms and conditions of your employment, including but not limited to the employment contract, the declaration of consent to existing TomTom policies on conflicts of interests, holiday scheme, the pension scheme documentation and TomTom's Standard Operating Procedures, with whom you agree, are an integral part of this offer of employment. TomTom reserves the right to change the stipulations of this agreement unilaterally, in as far as this does not affect the spirit and intention of this agreement, in case TomTom can refer to important interest and the interest of the employee should reasonably give way.

By signing this letter, you declare that to your knowledge there are no legal and or other kind of impediments that can or might limit or otherwise affect you exercising your role and position within TomTom in a normal manner, other than those that have in advance been declared by you in writing to TomTom and have as such been explicitly been accepted by TomTom in writing.

Accepting This Offer

This offer letter and the attached employment agreement, is pending on the outcome the pre employment check (see attachment), and is valid until August 31st 2005.

In case you agree with this offer, we would like you to sign one copy of this letter, as well as one copy of the employment contract, and return it to us before that date. In case you have any questions, please do not hesitate to contact [redacted] for role related matters or [redacted]. We will be happy to help and advise you.

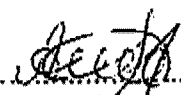
TomTom offers a very rewarding working environment and conditions for high performers and we very much look forward to you accepting a position with TomTom and, in particular, our Development department.

Best regards,

Signed:



Harry van de Kraats



Arshak Khachaturian

encl.: *declaration of consent to existing TomTom policies on conflicts of interest, employment agreement including attachments.*

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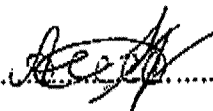
**STATEMENT OF COMPLIANCE WITH
EXISTING TOMTOM POLICIES ON CONFLICTS OF INTEREST**

I hereby state that to my knowledge I do not have any business or ethical conflicts of interest, and am not in any situation where TomTom should have any concern. I am not in receipt of money from any non-TomTom business activities, other than investments, and have no business connection with any company that I have investments in, with the exceptions of any that I have listed below. I am not a Director of, nor do I have any other business association with (other than through TomTom), any company other than TomTom, except for anything that I have listed below. I do not own in excess of 5 % of any company, with the exception of any company listed below. (Please state whether or not written TomTom agreement exists for any item you list below).

I have listed below any areas where I have concern and where I seek guidance as to whether, from TomTom's perspective, any ethical or business conflicts exists.

Name : Arshak Khachaturian
Office : TomTom International BV, Amsterdam
Date : 04 - 03 - 2005

Areas of other business interest, or areas where issues may exist :

Signed : 

PLEASE RETURN TO YOUR PERSONNEL DEPARTMENT

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Confirmation Receipt

Your assignment has been received by the USPTO.
The coversheet of the assignment is displayed below:

PATENT ASSIGNMENT

Electronic Version v1.1
Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
Arshak Khachaturian	09/04/2005
RECEIVING PARTY DATA	
Name:	TomTom International B.V.
Street Address:	Rembrandtplein 35
City:	Amsterdam
State/Country:	NETHERLANDS
Postal Code:	1017 CT
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	12225733
CORRESPONDENCE DATA	
Fax Number:	
Email:	patents@tomtom.com
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent via US Mail.</i>	
Correspondent Name:	TomTom International B.V.
Address Line 1:	De Ruijterkade 154
Address Line 2:	IP Creation
Address Line 4:	Amsterdam, NETHERLANDS 1011 AC
ATTORNEY DOCKET NUMBER:	192/US

NAME OF SUBMITTER:	Sofia Ferreira
Signature:	/Sofia Ferreira/
Date:	01/10/2013
Total Attachments: 4 source=192_employment_contract#page1.tif source=192_employment_contract#page2.tif source=192_employment_contract#page3.tif source=192_employment_contract#page4.tif	
RECEIPT INFORMATION EPAS ID: PAT2229350 Receipt Date: 01/10/2013 Fee Amount: \$40	

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