

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
Stylesheet Version v1.2

EPAS ID: PAT3775137

<b>SUBMISSION TYPE:</b>	RESUBMISSION
<b>NATURE OF CONVEYANCE:</b>	EMPLOYMENT AGREEMENT
<b>RESUBMIT DOCUMENT ID:</b>	503683193
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
KIMBERLY M. HAVENS	01/22/2013
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	FX NETWORKS, LLC
<b>Street Address:</b>	10201 W. PICO BLVD.
<b>City:</b>	LOS ANGELES
<b>State/Country:</b>	CALIFORNIA
<b>Postal Code:</b>	90035
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	14527686
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(310)641-8798
<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>	3106418797
<b>Email:</b>	ebrown@gates-cooper.com
<b>Correspondent Name:</b>	GATES & COOPER LLP
<b>Address Line 1:</b>	6701 CENTER DRIVE WEST
<b>Address Line 2:</b>	SUITE 1050
<b>Address Line 4:</b>	LOS ANGELES, CALIFORNIA 90045
<b>ATTORNEY DOCKET NUMBER:</b>	241.33-US-U1
<b>NAME OF SUBMITTER:</b>	VICTOR G. COOPER, REG. NO. 39,641
<b>SIGNATURE:</b>	/Victor G. Cooper/
<b>DATE SIGNED:</b>	03/09/2016
<b>Total Attachments: 3</b>	
source=Employment-Agreement_KimberlyHavens#page1.tif	
source=Employment-Agreement_KimberlyHavens#page2.tif	
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## OWNERSHIP OF WORK PRODUCT

**Ownership, Distribution and Cooperation:** The Company is entitled to and owns as its exclusive property all the results and proceeds of all work and services employees perform for the Company or that employees create during their employment that relates to their employment, regardless of the stage of completion (hereinafter “Work Product”), unless such entitlement or ownership is prohibited by law. Work Product will be considered a “work for hire” for purposes of copyright, and includes, but is not limited to, all written work, research, designs, ideas, concepts, drawings, original works of authorship, inventions, developments, improvements or other tangible or intangible work product produced, regardless of whether an employee creates the Work Product by him or herself or with others. For example:

- If an employee (alone or with others) creates Work Product while on the job and/or using Company systems or resources, the Company is entitled to and owns the Work Product.
- If an employee (alone or with others) creates Work Product that relates to his or her employment with the Company, but the Work Product is not created while the employee is on the job and is not created using Company systems or resources, the Company is still entitled to and owns the Work Product. (If an employee is unsure whether Work Product is related to his or her employment, the employee must disclose the Work Product to the Company to determine whether the Company believes it is.)
- If an employee (alone or with others) creates any works that are unrelated to his or her employment with the Company and not created while on the job or using Company systems or resources, the Company does not have any entitlement to or own them and the employee need not disclose them to the Company.

In all cases where the Company is entitled to and owns the Work Product, the Company’s ownership rights are as broad as legally allowable and will include all rights now known or hereafter devised, in all media and all languages. Such ownership rights will continue in perpetuity, and include all copyright, trademark, patent and/or other intellectual property rights in the Work Product. The Company is deemed the author of the Work Product and entitled to the copyright (and all renewals and extensions thereof) and the full ownership to the original and all copies of the Work Product. The Company will have the right to use or dispose of the Work Product in its sole judgment and discretion. Upon termination of employment from the Company for any reason, or at any other time during employment, at the Company’s request, employees must submit to the Company a list of all Work Product, all research, plans, designs, specifications and any other documents or information that relates to the Work Product.

Employees may not retain any copies of Work Product without the Company’s prior written consent post termination from the Company. Employees must also agree to assist and support the Company to perfect any patent or other rights the Company has in any of their Work Product, including but not limited to signing necessary documents and reviewing and commenting on draft patent applications and any documents opposing such applications. Unless otherwise required by law, employees must provide all such support without additional payment or consideration to them by the Company. Nothing in this policy transfers to employees any ownership rights the Company may have in any material the Company gives them to perform their job duties.

The termination of employment for any reason, or violation of this policy by either the employee or the Company, will not affect the Company's sole and exclusive ownership of employee Work Product.

*Prior Works:* To avoid any uncertainty as to when Work Product was created, employees must submit immediately to the Company a complete list of all finished works or works in progress that are related to the subject matter of their employment but that they believe are excluded from the scope of this policy because they were created prior to their employment with the Company (hereinafter "Prior Works"). If such disclosure would cause an employee to violate any existing confidentiality agreement, the employee may submit to the Company only a cursory description of the Prior Work, a listing of the party or parties to whom it belongs and the fact that full disclosure cannot be made for that reason. Employees should contact the Human Resources Department for a form for this disclosure.

*Obligation to Keep the Company Informed:* Employees must promptly disclose to the Company all patent applications filed by them or on their behalf during their employment or within one year after their employment with the Company ends. The Company agrees that it will not use or disclose to anyone outside the Company any confidential information employees disclose to it under this policy without their consent.

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The Company requires each employee to acknowledge receipt of the company policy documents listed below. The documents were distributed electronically and you have acknowledged, by clicking the designated "Acknowledgement" check that you are responsible for reading and understanding all of the documents.

Print this form and bring the hard copy with you on your first day. [Click here to Print.](#)

Policy	Electronic Signature
1. Fox Unlawful Harassment Discrimination and Retaliation Policy. (rev 1/2005)	Jan 5 2013 11:00PM EST
2. Fox Facts and Policies. (rev 1/2011)	Jan 5 2013 11:45PM EST
3. Fox Network Group Sick Time Policy. (rev 1/2009)	Jan 5 2013 11:48PM EST
4. Fox Confidentiality Policy. (rev 8/2006)	Jan 5 2013 11:50PM EST
5. Fox Trade/Barter Policy. (rev 10/2012)	Jan 5 2013 11:54PM EST
6. Conflicts of Interest Policy. (rev 8/2007)	Jan 5 2013 11:56PM EST
7. News Corporation Electronic Communications Policy. (rev 12/2009)	Jan 5 2013 11:57PM EST
8. News Corporation Standards of Business Conduct Policy. (rev 5/2011)	Jan 6 2013 12:04AM EST
9. News Corporation Insider Trading Policy. (rev 2/2011)	Jan 6 2013 12:05AM EST
10. News Corporation Records Management Policy. (rev 11/2010)	Jan 6 2013 12:14AM EST
11. News Corporation Anti-Bribery Policy. (rev 9/2011)	Jan 6 2013 12:21AM EST
12. Security Agreement. (rev 8/2007)	Jan 6 2013 12:25AM EST
13. Finance Policies and Procedures. (rev 7/2012)	Jan 6 2013 12:28AM EST

**I confirm that I am responsible for reading and understanding all of these documents, and I agree to adhere to their provisions. I understand that these policies are extremely important and agree to seek immediate clarification of any issues unclear to me.**

Signed: K. Havens Date: 1/22/13  
Kimberly Havens

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