

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT3987205

SUBMISSION TYPE:	NEW ASSIGNMENT	
NATURE OF CONVEYANCE:	ASSIGNMENT	
CONVEYING PARTY DATA		
	Name	Execution Date
	KURT NATVIG	06/24/2003
RECEIVING PARTY DATA		
Name:	NORMAN ASA	
Street Address:	STRANDVEIEN 37	
Internal Address:	1366 LYSAKER	
City:	BAERUM, OSLO	
State/Country:	NORWAY	
PROPERTY NUMBERS Total: 1		
Property Type	Number	
Application Number:	10255566	
CORRESPONDENCE DATA		
Fax Number:	(214)661-4688	
<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>		
Email:	ptomail1@bakerbotts.com	
Correspondent Name:	BRADLEY P. WILLIAMS	
Address Line 1:	2001 ROSS AVENUE SUITE 600	
Address Line 2:	BAKER BOTTS LLP	
Address Line 4:	DALLAS, TEXAS 75201	
ATTORNEY DOCKET NUMBER:	079304.0184	
NAME OF SUBMITTER:	ELODY TIGNOR	
SIGNATURE:	/Elody Tignor/	
DATE SIGNED:	08/01/2016	
Total Attachments: 6		
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Supplement to General Employment Agreement

Between: Kurt Natvig (The Employee)

and: Norman ASA (the Employer)

Entered into: 06.24.2003

This Agreement is a supplement to agreements previously entered into. In case of a conflict between the terms of this and previous agreements, this Agreement will take precedence.

1. The Agreement is valid for 5 years, from 7.1.2003 to 6.30.2008.
2. During this period, the Employee may not resign from his position at Norman ASA and will work at the Company's headquarters. However, the Agreement may be renegotiated if Norman ASA is acquired by another anti-virus company.
3. In consideration for the binding agreed upon in Section 2, the following is agreed:
 - a.
 - b.
 - c.
 - d.

4. The Employee has the possibility to participate in three professional conventions annually, within the Company's general field. For conventions outside of Europe, where the Employee is presenting professional papers, he is eligible to travel in business class.

5. CONFIDENTIALITY AND NON-DISCLOSURE

The Employee is obliged to maintain complete secrecy about the Norman Group's business affairs, including information relating to customers or otherwise in connection with its business. This applies during employment, to the extent that this does not contravene local employment legislation. The confidentiality obligation does not extend to disclosure to officers and employees of the Norman Group, or other persons who have a need for such information in their work for Norman Group.

The Employee has no right to use for his own purposes, or for the benefit of any third party, directly or indirectly, any of the business or industrial secrets of the Norman Group, which may only be used for and in connection with the activities of the Norman Group. This restriction applies to, among other things, data programs, systems,

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computations, descriptions, notes, statements, reports, contracts or other documents (including also standard documents) which belong to Norman, or any other company in the Norman Group. On termination of employment the Employee is obliged to return to Norman all such materials that he has in his possession.

The Employer warrants to maintain complete confidentiality relating to information obtained from the Employee as a result of his various official positions within the anti-virus industry.

The Employee and Employer acknowledge that a breach of the agreement on this point can involve both liability to compensation and liability to prosecution, in accordance with local legislation.

6. INVENTIONS AND INTELLECTUAL PROPERTY

Inventions which the Employee makes while he is employed by Norman, as its concerns the Norman Group's business activities, are the property of Norman. This applies also to inventions and intellectual property made completely or partly outside working hours. In this agreement, inventions means patentable and non-patentable discoveries together with technical improvements/advances of any nature, including also the development and enhancement of electronic data programs.

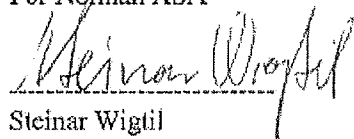
The Employee can demand reasonable compensation for patentable inventions where the value exceeds what can reasonably have been expected of the Employee to perform in the course of his employment.

If the Employee has himself paid costs in connection with the invention as above stated, the inventions shall only be Norman's property if Norman refunds such costs to the Employee.

If the Employee has made an invention which comprises the above, he shall without delay inform Norman of the invention with supplemental information to enable Norman to judge the significance of the invention.

Norman shall take over all rights in the intellectual property which the Employee produces in the course of his employment. Norman shall be entitled to change the work. Norman shall also be entitled to transfer the intellectual property rights, separately or in the course of reorganizing its business activities.

For Norman ASA



Steinar Wigtlil

Development Manager



Kurt Natvig

OK. Henning Hansen [signature]

Tillegg til generell arbeidsavtale

Mellom: Kurt Natvig (Arbeidstakeren)
Og: Norman ASA (Arbeidsgiveren)

Inngått: 24.06.2003

Denne avtalen er et supplement til tidligere inngåtte avtaler. Ved konflikt mellom bestemmelsene i denne og tidligere avtaler, skal denne avtalen ha forrang.

1. Avtalen løper over 5 år, fra 1.7.2003 til 30.6.2008.
2. Arbeidstakeren kan i denne perioden ikke si opp sin stilling hos Norman ASA, og vil arbeide i firmaets hovedkvarter. Avtalen kan allikevel reforhandles dersom Norman ASA overtas av et annet antivirusselskap.
3. Som motytelse for den binding som er avtalt i pkt 2, er følgende avtalt:
 - a. :
 - b. :
 - c. :
 - d. :
4. Arbeidstakeren har adgang til å delta på minst tre faglige konferanser årlig, innenfor firmaets generelle arbeidsområde. Ved konferanser utenfor Europa, hvor arbeidstakeren presenterer faglige papers, skal han ha rett til å reise på business class.
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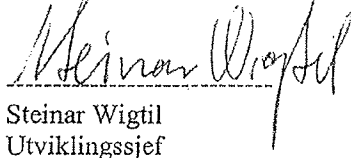
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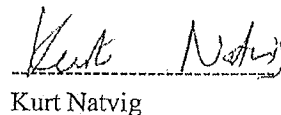
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For Norman ASA


Steinar Wigtil
Utviklingssjef


Kurt Natvig

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