

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT4509148

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
MEHMET NALBANT	01/20/2012
RECEIVING PARTY DATA	
Name:	INTEGRATED DEVICE TECHNOLOGY, INC.
Street Address:	6024 SILVER CREEK VALLEY ROAD
City:	SAN JOSE
State/Country:	CALIFORNIA
Postal Code:	95138
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	14688835
CORRESPONDENCE DATA	
Fax Number:	
<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>	
Phone:	214-651-5000
Email:	ipdocketing@haynesboone.com
Correspondent Name:	GARY J. EDWARDS
Address Line 1:	2323 VICTORY AVENUE
Address Line 2:	SUITE 700
Address Line 4:	DALLAS, TEXAS 75219
ATTORNEY DOCKET NUMBER:	70107.410US01 2988-UT
NAME OF SUBMITTER:	GARY J. EDWARDS
SIGNATURE:	/Gary J. Edwards/
DATE SIGNED:	07/18/2017
Total Attachments: 2	
source=70107.410US01 2988-UT Nalbant_Mehmet_102761_Signed_Offer_Redacted#page1.tif	
source=70107.410US01 2988-UT Nalbant_Mehmet_102761_Signed_Offer_Redacted#page2.tif	



January 18, 2012

Mehmet Nalbant
7857 Newcastle Drive
Cupertino, CA 95014

Dear Mehmet:

We are pleased to make you an offer of employment as **Sr. Director of Architecture Design** reporting to **Arman Naghavi**. The terms of your employment are as follows:

Salary: \$ [REDACTED] annually; payable biweekly

Status: Full time / Exempt

Stock Options: You will be recommended for a stock option grant to purchase **40,000** shares of IDT common stock, which will vest over a four year period, assuming your continued service to IDT. The granting of your stock options will occur on or about the 15th day of the month following the completion of the month in which you begin employment with IDT, subject to approval by our Board of Directors. Your stock options will have a per share exercise price equal to the closing price of IDT common stock on the last trading day prior to the date of grant.

Restricted Stock Units (RSUs):

You will be recommended for a Restricted Stock Unit grant of **10,000** shares of IDT common stock, which will vest over a four year period, assuming your continued service to IDT. The granting of your RSUs will occur on or about the 15th day of the month following the completion of the month in which you begin employment with IDT, subject to approval by our Board of Directors.

Bonus You will also participate in the Company's Annual Incentive Plan (AIP) as amended from time to time. Your annual target will be **30%** of Base Salary. For the fiscal year in which your Start Date falls, the terms of the applicable AIP will apply, and your entitlement will be prorated, based on your period of employment during this fiscal year.

Sign-On Bonus: You will be eligible for a one-time \$ [REDACTED] Sign-On Bonus at beginning of employment and \$ [REDACTED] after completing six months of employment, minus applicable State and Federal taxes. Payment of Sign-On Bonus requires signature on attached Sign-On Bonus Agreement.

Benefits: You will be eligible for our full range of employee benefits including medical, dental, vision, life, disability, and 401(k). You will also earn three weeks of vacation per year. A summary of our benefit program is attached.

This offer is pending acceptable reference qualification and background verification. In addition, IDT requires each candidate for employment to submit to a drug test which will be administered through an independent laboratory. Your employment is contingent upon you successfully passing a pre-employment drug screen.

As stated in the Employment Application, employment with IDT is at the mutual consent of the employee and IDT. Accordingly, you and IDT retain the right to terminate the employment relationship at will, at any time, with or without cause. Please understand that no representative of IDT other than the CEO has the authority to make any contrary agreement or representation, and that such agreement made by the CEO must be in writing and signed by you and the CEO.

As a condition of employment, you are required to sign and comply with the Company's standard Employee Confidentiality and Invention Agreement which requires, among other provisions, that you maintain the confidentiality of all IDT proprietary information and that you assign patent rights to any invention made during your employment at IDT

In order to comply with the Immigration Reform and Control Act of 1986, this offer is contingent upon you providing proof of eligibility to work in the United States. Be prepared to supply the original documents containing this information on your start date.

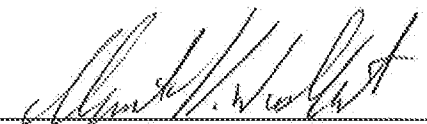
Because of the responsibilities associated with this position, and in the interest of other potential candidates, it is essential that our office receive your decision by **January, 23, 2012**. At that time we will discuss your availability date and reporting procedures. Your report date must be a Monday and we will need at least a **one-week** notice.

Should you wish to discuss this offer or inform us of your decision regarding this offer, please call me at (408) 284-1434. I am confident that you can expect a challenging and rewarding career as a member of our company. We look forward to your acceptance of our offer.

Sincerely,



Mariena Govaars
Senior Recruiter


Candidate Signature of Acceptance

01/20/2012
Date

Monday, 03/26/2012, 2012
Projected Start Date