

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT5226221

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT	
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT	
<b>CONVEYING PARTY DATA</b>		
	<b>Name</b>	<b>Execution Date</b>
	SHAREEN SHANGRILA RACKE-BODHA	09/19/2013
<b>RECEIVING PARTY DATA</b>		
<b>Name:</b>	AVG NETHERLANDS B.V.	
<b>Street Address:</b>	GATWICKSTRAAT 9-39	
<b>City:</b>	AMSTERDAM	
<b>State/Country:</b>	NETHERLANDS	
<b>Postal Code:</b>	1043 GL	
<b>PROPERTY NUMBERS Total: 1</b>		
	<b>Property Type</b>	<b>Number</b>
	Application Number:	15213817
<b>CORRESPONDENCE DATA</b>		
<b>Fax Number:</b>	(212)715-8100	
<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>	212-715-9100	
<b>Email:</b>	klpatent@kramerlevin.com	
<b>Correspondent Name:</b>	KRAMER LEVIN NAFTALIS & FRANKEL LLP	
<b>Address Line 1:</b>	1177 AVENUE OF THE AMERICAS	
<b>Address Line 4:</b>	NEW YORK, NEW YORK 10036	
<b>ATTORNEY DOCKET NUMBER:</b>	066268-05081	
<b>NAME OF SUBMITTER:</b>	DIANE TORNIALI	
<b>SIGNATURE:</b>	/Diane Torniali/	
<b>DATE SIGNED:</b>	11/07/2018	
<b>Total Attachments: 4</b>		
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## EMPLOYMENT CONTRACT

### THE UNDERSIGNED:

1. **AVG NETHERLANDS B.V.**, a private limited liability company (besloten vennootschap met beperkte aansprakelijkheid) having its registered office at Gatwickstraat 9-39, 1043 GL, Amsterdam, the Netherlands, for the purposes hereof lawfully represented by John Little, Managing Director, registered with the Dutch chamber of commerce (Kamer van Koophandel) under number 52839761, hereinafter referred to as the "Employer";  
and
2. Shareen Shangrila Racké-Bodha, born on February 14<sup>th</sup> 1984, residing at Ferdinand Bolstraat 432 1072 ME in Amsterdam, the Netherlands, referred to below as the "Employee";

### HAVE AGREED AS FOLLOWS:

#### Article 1: Commencement, Term and Notice

1. The employment contract will commence on November 1<sup>st</sup> 2013 and is entered into for an indefinite period of time. The employment may be terminated by either party with due observance of the statutory notice period. Notice may be given only in writing.
2. The employment contract will end in any event without notice being required on the day on which the Employee reaches the state old age pension age (AOW-gerechtigde leeftijd).
3. The first two months of the employment contract will be considered a probation period. During the probation period, either party will be entitled to give notice of termination of the employment contract with immediate effect.

#### Article 2: Position and Duties

1. The Employee will hold the position of Product Manager for the Employer.
2. The Employee's position will include the duties as set out in Appendix 1 referred to below as the "Duties".
3. The Employee undertakes to perform the Duties with due care and to the best effort as may reasonably be required in compliance with the Employer internal policy and applicable laws.
4. Within the performance of the Duties, the Employee shall follow the work order and/or other internal policies issued by the Employer, as well as instructions from the Employer and the employees superior to the Employee, if such may be reasonably expected from the Employee.

#### Article 3: Working Hours and Workplace

1. The workweek will run from Monday to Friday. The working hours amount to 32 hours a week.
2. The usual office hours will run from 9 a.m. to 6 p.m. (with a daily break of a maximum of 60 minutes).
3. The Employee will perform his work at the Employer's offices in **Amsterdam, the Netherlands**. The Employer may relocate the Employee's workplace if the Employer so requires. The Employer is entitled to send the Employee to business trips at its discretion and the Employee consents and agrees to go on such business trips.
4. The Employee shall systematically improve his qualification and update it to the most recent level of knowledge and know-how in the industry relevant to the Employee's Duties. In relation thereto, the

2. The Employee shall timely submit a written request to the Employer for approval in respect of the beginning and end of the Employee's holiday period in accordance with the Employer's internal policy.

#### **Article 8: Illness and Occupational Disability**

1. If the Employee is unable to perform the agreed work due to illness, the Employee will be obliged to inform the Employer thereof before 10 a.m. on the first day of illness, stating the reasons, the expected period of illness and the correct address at which he can be reached during that period. As soon as the Employee knows on what day he will be able to resume work, he will inform the Employer thereof immediately.
2. The Employee agrees to consent to medical examination at the Employer's expense by a doctor nominated by the Employer should the Employer so require. The Employee agrees that any report produced in connection with any such examination may be disclosed to the Employer and the Employer may discuss the contents of the report with the relevant doctor, provided that such disclosure is in accordance with applicable data privacy laws.
3. If the Employee is unable to perform the agreed work due to illness, he will remain entitled to continued payment of wages for a maximum period of 104 weeks or up to the date of termination of this contract if that date is earlier, calculated as described in article 7:629 paragraph 1 of the Dutch Civil Code.
4. The Employee will not be entitled to continued payment of wages during the aforementioned period if he caused the illness intentionally, if the illness ensued from an infirmity about which the Employee gave the Employer false information when he entered into the employment contract, if the Employee causes an obstruction of or delay in the recovery process, or if the Employee refuses to perform other suitable work for the Employer or another (possibly affiliated) employer despite being able to perform that work.
5. The Employer will be entitled to postpone continued wage payments pursuant to paragraph 3 above if the Employee does not comply with the Employer's reasonable instructions, issued in writing, concerning the provision of information that the Employer requires in order to establish the Employee's right to payment of wages.

#### **Article 9: Health Insurance**

In accordance with the Dutch Health Care Insurance Act (*Zorgverzekeringswet*), the Employer will pay the Dutch Tax Authorities on behalf of the Employee the income-related contribution fixed by the government each year.

#### **Article 10: Intellectual Property Rights**

1. All intellectual property rights, including but not limited to patent rights, design rights, copyrights, neighbouring rights, database rights, trademark rights, chip rights, trade name rights and know-how, ensuing in the Netherlands or abroad, during or after this employment contract, from the work performed by the Employee under this employment contract ('Intellectual Property Rights') will exclusively vest in the Employer.
2. Insofar as any Intellectual Property Rights are not vested in the Employer by operation of law, the Employee covenants that he will transfer to the Employer at the Employer's first request to that effect and, insofar as possible, hereby transfers those rights to the Employer, which transfer is hereby accepted by the Employer.
3. Insofar as any Intellectual Property Rights are incapable of being transferred from the Employee to the Employer, the Employee hereby grants the Employer the exclusive, royalty-free, worldwide, perpetual right, with the right to grant sublicenses, to use those Intellectual Property Rights in the broadest sense, which right is hereby accepted by the Employer.

4. Insofar as any personal rights vest in the Employee and insofar as permitted by law, the Employee hereby waives all of his personal rights, including but not limited to the right to have one's name stated pursuant to the Dutch Copyright Act of 1912 (*Auteurswet 1912*).
5. The Employee will maintain adequate records of and promptly disclose to the Employer all works, inventions, results, information and Intellectual Property Rights that ensue from his work under this employment contract and/or that are in any way relevant to the creation, protection and/or enforcement of the Intellectual Property Rights.
6. During the term of this employment contract and after its termination, the Employee will perform all acts that are necessary to register the Intellectual Property Rights in the Employer's name with any competent authority in the world.
7. If the Employee is unable to provide the cooperation referred to in paragraphs 2 and 6 for any reason, the Employee hereby grants the Employer an irrevocable power of attorney to represent him with respect to the assignment and registration of the Intellectual Property Rights referred to in paragraphs 2 and 6.
8. The Employee acknowledges that his salary includes reasonable compensation for the loss of intellectual and industrial property rights.

#### **Article 11: Outside Interests**

1. Subject to Article 11.2, during his employment the Employee shall not, except as a representative of the Employer or with the prior written approval of the Employer, whether paid or unpaid, be directly or indirectly engaged, concerned or have any financial interest in any capacity in any other business, trade, profession or occupation (or the setting up of any business, trade, profession or occupation).
2. Notwithstanding Article 11.1, the Employee may hold an investment by way of shares or other securities of not more than 5% of the total issued share capital of any company (whether or not it is listed or dealt in on a recognised stock exchange) where such company does not carry on a business similar to or competitive with any business for the time being carried on by the Employer or any of its affiliates.
3. The Employee agrees to disclose to the Employer any matters relating to his spouse or civil partner (or anyone living as such), children or parents which may, in the reasonable opinion of the Employer, be considered to interfere, conflict or compete with the proper performance of the Employee's obligations under this agreement.
4. Furthermore, the Employee must refrain from using any of the company facilities, such as telephones, faxes, copiers, computers or office supplies, in respect of the activities prohibited pursuant to this Article.


#### **Article 12: Confidential Information**

1. During the term of the employment contract as well after the termination thereof, the Employee shall not disclose to any third party any information and/or any document and/or any other material in any form whatsoever containing any information, which is not generally known to the public, relating to (i) the salary and bonuses, this agreement including negotiation thereof; (ii) trade secrets of the Employer and any of its affiliates, as defined below herein; (iii) any other facts, materials and data connected with the Employer and any of its affiliates, their operations, services, processes, transactions, business activities of any kind, technologies, products, financial and business matters, clients, other business partners, persons having dealings with the Employer, advertising, marketing, sales promotion, sales data, research, business plans, employees, potential clients or proceedings and/or litigation to which the Employer is a party; apart from special cases and to the extent necessary where the disclosure is necessarily required (a) for the due performance of the Employee's work duties; (b) by the mandatory

Article 21: Applicable Law

This employment contract and the appendices will be governed by the laws of The Netherlands. Any dispute under or in connection with this employment contract shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, The Netherlands.


Drawn up in duplicate originals and signed in Amsterdam on 19/19 2013.



AVG NETHERLANDS B.V.

Stephan Werkman

Director of Group Reporting and Controlling



Shareen Shatgrila Ræcké-Bodha