

## PATENT ASSIGNMENT COVER SHEET

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<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
PADMASHRI SURESH	04/10/2019
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	O.C. TANNER COMPANY
<b>Street Address:</b>	1930 SOUTH STATE STREET
<b>City:</b>	SALT LAKE CITY
<b>State/Country:</b>	UTAH
<b>Postal Code:</b>	84115
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	16381194
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	(801)321-4893
<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>	801-321-4814
<b>Email:</b>	mkrieger@kmclaw.com
<b>Correspondent Name:</b>	MICHAEL F. KRIEGER KIRTON MCCONKIE
<b>Address Line 1:</b>	36 S STATE STREET
<b>Address Line 2:</b>	SUITE 1900
<b>Address Line 4:</b>	SALT LAKE CITY, UTAH 84111
<b>ATTORNEY DOCKET NUMBER:</b>	23274.47
<b>NAME OF SUBMITTER:</b>	MICHAEL F. KRIEGER
<b>SIGNATURE:</b>	/Michael F. Krieger/
<b>DATE SIGNED:</b>	04/11/2019
<b>Total Attachments: 2</b>	
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**Assignment of Rights, Title and Interest in Invention**

Docket No.

23274.47

This is an Assignment of the following rights, title and interest (check all that apply):

☒ United States of America rights, title and interest in the invention☒ Foreign rights, title and interest in the invention☒ United States Patent Application Serial No. 16/381,194Date of Execution: \_\_\_\_\_ Date of Filing: April 11, 2019☐ United States Provisional Patent Application Serial No.☐ United States Patent No(s). \_\_\_\_\_☐ International (PCT) Patent Application Serial No. \_\_\_\_\_☐ Other (specify) \_\_\_\_\_

Title of the Invention

**SYSTEMS AND METHODS FOR MAXIMIZING EMPLOYEE RETURN ON INVESTMENT**

Inventors (assignors)

Name	Address
Padmashri Suresh	3143 Riverpath Common, Oakville, Ontario, Canada L6M 1P6

Assignee

Name	Address
O.C. Tanner Company	1930 South State Street, Salt Lake City, Utah 84115

## Assignment of Rights, Title and Interest in Invention

Docket No.

23274.47

Whereas, we, the above-identified Inventors, have invented certain new and useful improvements in the Invention identified above and described in the above-identified patent application(s) and/or patent(s) (hereinafter referred to as "Invention");

And, whereas we desire to assign our above-identified rights, title and interest in the Invention to the above-identified Assignee;

Now, this indenture witnesseth, that for good and valuable consideration, the receipt whereof is hereby acknowledged;

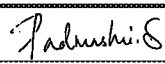
We hereby assign, sell and transfer our above-identified rights, title and interest in said Invention, said application(s) as identified above, including any divisions, continuations, and continuations-in-part thereof, and in and to any and all Letters Patent of the United States, and countries foreign thereto, which may be granted or have granted for said Invention, and in and to any and all reissues and reexaminations thereof, and in and to any and all priority rights, Convention rights, and other benefits accruing or to accrue to us with respect to the filing of applications for patents or securing of patents in the United States and countries foreign thereto, unto said Assignee;

And we hereby authorize and request the Director of the United States Patent and Trademark Office to issue any United States Letters Patent which may issue for said Invention to said Assignee, as assignee of the whole right, title and interest thereto;

And we further agree to sign and execute all necessary and lawful future documents, including applications for foreign patents, for filing divisions, continuations and continuations-in-part of said application for patent, and/or, for obtaining any reissue or reissues of any Letters Patent which may be granted for our aforesaid Invention, as the Assignee or its Designee(s) may from time to time require and prepare at its own expense;

And we hereby authorize the attorneys of Kirton & McConkie to fill in the serial number(s), date of execution, and/or date of filing of the above-identified patent application(s) and/or patent(s) upon the receipt thereof.

### Inventors' Signatures

Name	Signature	Date
Padmashri Suresh		04/10/2019