

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT5642586

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	SECURITY INTEREST
CONVEYING PARTY DATA	
Name	Execution Date
HICKEY & ASSOCIATES, LLC	07/26/2019
RECEIVING PARTY DATA	
Name:	JPMORGAN CHASE BANK, N.A.
Street Address:	650 3RD AVENUE SOUTH
Internal Address:	SUITE 450
City:	MINNEAPOLIS
State/Country:	MINNESOTA
Postal Code:	55402
PROPERTY NUMBERS Total: 2	
Property Type	Number
Patent Number:	8117653
Patent Number:	8490182
CORRESPONDENCE DATA	
Fax Number:	(612)977-8650
<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:	6129778400
Email:	ljoyce@briggs.com
Correspondent Name:	BRIGGS AND MORGAN, P.A.
Address Line 1:	80 SOUTH 8TH STREET
Address Line 2:	2200 IDS CENTER
Address Line 4:	MINNEAPOLIS, MINNESOTA 55402
ATTORNEY DOCKET NUMBER:	34255.103
NAME OF SUBMITTER:	AUDREY J. BABCOCK
SIGNATURE:	/Audrey J. Babcock/
DATE SIGNED:	07/30/2019
Total Attachments: 3	
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NOTICE
OF GRANT OF SECURITY INTEREST IN
PATENTS

Dated: July 26 _____, 2019

United States Patent and Trademark Office

Ladies and Gentlemen:

Please be advised that pursuant to that certain Pledge and Security Agreement dated as of even date herewith (as the same may hereafter be amended, modified, extended or restated from time to time, the "Security Agreement") among Hickey & Associates, LLC, a Minnesota limited liability company ("Grantor"), Hickey and Associates International, LLC, a Delaware limited liability company and JPMorgan Chase Bank, N.A. ("Lender"), Grantor has granted to Lender a continuing security interest in and continuing lien upon, among other things, the patents shown below (collectively, the "Grantor's Patents"):

ISSUED PATENTS:

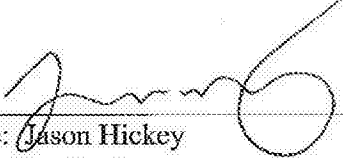
PATENT TITLE	PATENT NO.	ISSUE DATE
SYSTEM AND APPROACH FOR ELECTRONIC PROJECT INCENTIVE DATA MANAGEMENT, PROCESSING AND IMPLEMENTATION	8,117,653	February 14, 2012
APPARATUS AND APPROACH FOR ELECTRONIC DATA MANAGEMENT, PROCESSING AND IMPLEMENTATION	8,490,182	July 16, 2013

The Grantor and the Lender hereby acknowledge and agree that the security interest in the Grantor's Patents (i) may only be terminated in accordance with the terms of the Security Agreement and that certain Credit Agreement dated as of even date herewith among Grantor, Lender and the other loan parties party thereto, and (ii) is not to be construed as an assignment of any patents, including without limitation the Grantor's Patents.

[Remainder of page intentionally blank;
signature page follows]

Very truly yours,

HICKEY & ASSOCIATES, LLC,
a Minnesota limited liability company

By: 
Name: Jason Hickey
Title: President

Acknowledged and accepted:

JPMORGAN CHASE BANK, N.A.

By: _____
Name: Jenny Penningroth
Title: Authorized Officer

[Signature Page to Notice of Grant of Security Interest in Patents]

PATENT
REEL: 049899 FRAME: 0186

Very truly yours,

HICKEY & ASSOCIATES, LLC,
a Minnesota limited liability company

By: _____
Name: Jason Hickey
Title: President

Acknowledged and accepted:

JPMORGAN CHASE BANK, N.A.

By:  _____
Name: Jenny Penningroth
Title: Authorized Officer

[Signature Page to Notice of Grant of Security Interest in Patents]