

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT5680447

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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>                                |
| ROBERT L. CANTRELL  | 08/24/2018   |
| DONALD R. HIGH  | 07/31/2018   |
| SAMANTHA M. MANGOSING   | 06/19/2017   |
| DAVID C. WINKLE   | 08/27/2018   |
| JOHN J. O'BRIEN   | 08/31/2018   |
| <b>RECEIVING PARTY DATA</b>   |  |
| <b>Name:</b>  | WALMART APOLLO, LLC                                  |
| <b>Street Address:</b>  | 702 SOUTHWEST 8TH STREET                             |
| <b>City:</b>  | BENTONVILLE  |
| <b>State/Country:</b>   | ARKANSAS   |
| <b>Postal Code:</b>   | 72716  |
| <b>PROPERTY NUMBERS Total: 1</b>  |  |
| <b>Property Type</b>  | <b>Number</b>  |
| Application Number:   | 16506716   |
| <b>CORRESPONDENCE DATA</b>  |  |
| <b>Fax Number:</b>  |  |
| <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>Email:</b>   | npogliano@fitcheven.com, wmt.documents@fitcheven.com |
| <b>Correspondent Name:</b>  | JENNIFER V. SUAREZ                                   |
| <b>Address Line 1:</b>  | 120 SOUTH LASALLE STREET                             |
| <b>Address Line 2:</b>  | SUITE 2100   |
| <b>Address Line 4:</b>  | CHICAGO, ILLINOIS 60603                              |
| <b>ATTORNEY DOCKET NUMBER:</b>  | 8842-141731-US_4282US02                              |
| <b>NAME OF SUBMITTER:</b>   | JENNIFER V. SUAREZ                                   |
| <b>SIGNATURE:</b>   | /Jennifer V. Suarez/                                 |
| <b>DATE SIGNED:</b>   | 08/21/2019   |
| <b>Total Attachments: 10</b>  |  |
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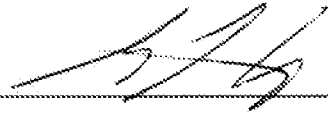
## **ASSIGNMENT**

I, for good and valuable consideration, receipt of which is hereby acknowledged, have assigned and do hereby assign, which confirms any previous assignment by me or by operation of law, to Walmart Apollo, LLC, a Delaware corporation, having its principal place of business at 702 Southwest 8<sup>th</sup> Street, Bentonville, AR 72716, United States of America (“Assignee”), its successors, assigns, and legal representatives, the entire right, title, and interest, in and to all subject matter and improvements invented, made, or conceived by me and described in the application for patent entitled

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| <p><b>SYSTEMS AND METHODS FOR GENERATING AND MONITORING FLIGHT ROUTES<br/>AND BUFFER ZONES FOR UNMANNED AERIAL VEHICLES</b></p> |
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relating to the patent family of Walmart Reference No. 4282US01; having Patent Application Number 62/712,408, filed July 31, 2018, and in and to all patent and all patent convention and treaty rights of all kinds, including the right to claim priority from said application, and all rights in and to any utility model, continuation, continuation-in-part, and divisional application therefrom, and any reissue or re-examination as to any patent issuing therefrom, in all countries throughout the world, for all such subject matter described therein, including all rights of action and rights to recover damages for past infringements.

I agree that on request and without further consideration, I will communicate to the Assignee or its representatives or nominees any facts known to me respecting the inventions and improvements and testify in any legal proceeding, make all rightful oaths, sign all lawful papers, and execute all instruments or documents required or requested for the making and prosecution of any applications of any type for patent, utility model, or other similar rights in all countries including, but not limited to, any provisional, non-provisional, continuation, continuation-in-part, divisional, renewal or substitute thereof, for any derivation proceedings relating thereto, and, as to any patents that issue from such applications, for any supplemental examination, derivation proceeding, opposition, post grant review, reissue, re-examination, inter partes review, or extension thereof, and generally do everything possible to aid the Assignee, its successors, assigns, and nominees to obtain and enforce proper patent protection for the invention and its improvements in all countries.

|   |  |
|---|--|
| Legal Name of Inventor:<br><i>(Given names first, Family name last)</i> | Robert L. Cantrell   |
| Inventor's Signature:   |  |
| Date:   | 24 AUG 18  |
| Inventor's Address:   | 3258 Tayloe Court<br>Herndon, Virginia 20171<br>United States of America           |

|   |   |
|---|---|
| Legal Name of Inventor:<br><i>(Given names first, Family name last)</i> | Donald R. High  |
| Inventor's Signature:   |   |
| Date:   |   |
| Inventor's Address:   | 731 Easy Street<br>Noel, Missouri 64854<br>United States of America |

|   |   |
|---|---|
| Legal Name of Inventor:<br><i>(Given names first, Family name last)</i> | Samantha M. Mangosing   |
| Inventor's Signature:   |   |
| Date:   |   |
| Inventor's Address:   | 1111 Timber Top Drive<br>Rogers, Arkansas 72756<br>United States of America |

Legal Name of Inventor:  
(Given names first, Family name last)

Robert L. Cantrell

Inventor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

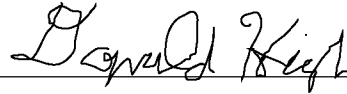
Inventor's Address:

3258 Tayloe Court  
Herndon, Virginia 20171  
United States of America

Legal Name of Inventor:  
(Given names first, Family name last)

Donald R. High

Inventor's Signature: \_\_\_\_\_



Date: \_\_\_\_\_

07/31/2018

Inventor's Address:

731 Easy Street  
Noel, Missouri 64854  
United States of America

Legal Name of Inventor:  
(Given names first, Family name last)

Samantha M. Mangosing

Inventor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Inventor's Address:

1111 Timber Top Drive  
Rogers, Arkansas 72756  
United States of America

Legal Name of Inventor:  
(Given names first, Family name last)

Robert L. Cantrell

Inventor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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3258 Tayloe Court  
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(Given names first, Family name last)

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Inventor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Inventor's Address:

731 Easy Street  
Noel, Missouri 64854  
United States of America

Legal Name of Inventor:  
(Given names first, Family name last)

Samantha M. Mangosing

Inventor's Signature: \_\_\_\_\_

**\*\*SEE ATTACHED\*\***

Date: \_\_\_\_\_

Inventor's Address:

1111 Timber Top Drive  
Rogers, Arkansas 72756  
United States of America

|  |  |
|--|--|
| Legal Name of Inventor:<br>(Given names first, Family name last) | David C. Winkle  |
| Inventor's Signature:  | <u>David C. Winkle</u>   |
| Date:  | <u>8/27/2018</u>   |
| Inventor's Address:  | 63 Murphy Drive<br>Bella Vista, Arkansas 72715<br>United States of America |

|  |   |
|--|---|
| Legal Name of Inventor:<br>(Given names first, Family name last) | John J. O'Brien   |
| Inventor's Signature:  | _____   |
| Date:  | _____   |
| Inventor's Address:  | 108 Neal Street<br>Farmington, Arkansas 72730<br>United States of America |

Legal Name of Inventor:  
(Given names first, Family name last)

David C. Winkle

Inventor's Signature:

\_\_\_\_\_

Date:

\_\_\_\_\_

Inventor's Address:

63 Murphy Drive  
Bella Vista, Arkansas 72715  
United States of America

Legal Name of Inventor:  
(Given names first, Family name last)

John J. O'Brien

Inventor's Signature:

\_\_\_\_\_

Date:

31 AUG 2018

Inventor's Address:

108 Neal Street  
Farmington, Arkansas 72730  
United States of America



**STAFFING ENGAGEMENT AND NON-DISCLOSURE AGREEMENT FOR LLC**

**THIS STAFFING ENGAGEMENT AND NON-DISCLOSURE AGREEMENT FOR LLC** ("Agreement") is made this 13th day of June 2017 (the "Effective Date") between **EXECUTIVE IP, LLC**, a New York corporation having its principal office at 8221 Clarence Lane North, East Amherst, New York, 14051, United States of America ("Executive IP") and **I DID IT LLC**, located in Rogers Arkansas ("Samantha Mangosing").

**WHEREAS** Samantha Mangosing desires to work as an independent contractor for Walmart on behalf of Executive IP where Samantha Mangosing will be given confidential information related to Walmart inventions.

**WHEREAS** Executive IP desires to engage Samantha Mangosing as an independent contractor to perform services for Walmart on behalf of Executive IP, and Walmart desires to have Samantha Mangosing work as a Walmart contractor.

**NOW, THEREFORE**, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto (individually, a "Party"; collectively, the "Parties") hereby agree as follows:

**Compensation**

Executive IP shall pay Samantha Mangosing as an independent contractor for services to Walmart on behalf of Executive IP at a rate of [REDACTED] for each hour of service provided by Samantha Mangosing and accepted by Walmart. Executive IP shall pay Samantha Mangosing for the total number of hours at the end of each month of service. Executive IP shall not pay Samantha Mangosing for any hours of service not accepted by Walmart. Since Samantha Mangosing is not an employee of either Executive IP or Walmart, Samantha Mangosing will not be given any other benefits in connection with this engagement.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Status**

Samantha Mangosing's status to both Executive IP and Walmart will be an independent contractor. Under no circumstances shall Samantha Mangosing be considered an employee to either Executive IP or Walmart. In Samantha Mangosing's capacity as an independent contractor, Samantha Mangosing will have no authority to bind either Executive IP or Walmart in any manner whatsoever.

**Ownership rights in innovation developed under this Agreement**

Samantha Mangosing acknowledges that any and all innovation and intellectual property rights developed by Samantha Mangosing in connection with this agreement shall be owned exclusively by Walmart. To the extent that Samantha Mangosing have rights to innovation or intellectual property rights developed by Samantha Mangosing under this agreement, those rights shall be promptly assigned to Walmart. Samantha Mangosing will make full and prompt disclosure to Walmart of all Walmart-related inventions, discoveries, designs, developments, methods, modifications, improvements, processes, algorithms, mask works, databases, computer programs, formulae, techniques, trade secrets, graphics or images,

and audio or visual works and other works of authorship (collectively "Developments"), whether or not patentable or copyrightable, that are created, made, conceived or reduced to practice by Samantha Mangosing (alone or jointly with others) or under Walmart's direction during the period of Samantha Mangosing's engagement. Samantha Mangosing acknowledges that all work performed by him/her/it is on a "work for hire" basis, and hereby does assign and transfer and, to the extent any such assignment cannot be made at present, will assign and transfer to Walmart and its successors and assigns all his right, title, and interest in all Developments that relate to the business of Walmart (collectively, "Walmart-Related Developments"). and all related patents, patent applications, trademarks and trademark applications, copyrights and copyright applications, and other intellectual property rights in all countries and territories worldwide and under any international conventions ("Intellectual Property Rights"). With respect to prior inventions of Samantha Mangosing, Samantha Mangosing will not incorporate, or permit to be incorporated, any prior invention in any Walmart-Related Development without Walmart's prior written consent. A "Prior Invention" is any Development that Samantha Mangosing has, alone or jointly with others, conceived, developed, or reduced to practice prior to the commencement of Samantha Mangosing's services with Walmart that Samantha Mangosing considers to be his/her/its property or the property of third parties. If, in the course of Samantha Mangosing's services with Walmart, he/she/it incorporates a Prior Invention into a Walmart product, process, or machine, or other work done for Walmart, he/she/it hereby grants to Walmart a nonexclusive, royalty-free, paid-up, irrevocable, worldwide license (with the full right to sublicense) to make, have made, modify, use, sell, offer for sale, and import such Prior Invention. Samantha Mangosing will cooperate fully with Walmart, both during and after his/her/its services with Walmart, with respect to the procurement, maintenance, and enforcement of Intellectual Property Rights in Walmart-Related Developments. Samantha Mangosing will sign, both during and after the term of this Agreement, all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which Walmart may deem necessary or desirable in order to protect its rights and interests in any Walmart-Related Development.

[REDACTED]

[REDACTED]

#### Term of the Agreement

The initial term of this Agreement shall commence on the Effective Date and continue for a period of one (1) week ("Initial Term"). Thereafter, this Agreement shall automatically renew for subsequent one-week periods ("Renewal Term") unless Executive IP party gives Samantha Mangosing written notice of termination prior to the end of the Initial Term or the then current Renewal Term, as the case may be. Also, Executive IP may immediately terminate this agreement at any time for any reason upon oral or written notice to Samantha Mangosing.

[REDACTED]

[REDACTED]

#### Confidentiality

- (a) "**Confidential Information**" shall mean any and all internal, non-public, confidential, or restricted business, financial, product, commercial or technical information, trade secrets and know-how, whether or not stored in any medium, relating to Walmart or Executive IP's businesses, directly or indirectly made available by Executive IP or Walmart (referred to together as the "**Disclosing Parties**" and individually as a respective "**Disclosing Party**") to the Samantha Mangosing (the "**Receiving Party**") in connection with this Agreement regardless of whether exchanged before or after the Effective Date. The Confidential Information of the Disclosing Parties shall remain the property of each respective Disclosing Party. (The "Receiving Party" shall include the Receiving Party's shareholders, officers, directors, employees, agents, advisors, service providers, consultants, and/or subcontractors.)

(b) **Exclusions.** Confidential Information shall not include information which: (a) at the time of disclosure or subsequently, is published or otherwise generally available to the public other than through any act or omission on the part of the Receiving Party; (b) the Receiving Party can demonstrate by written records was lawfully in the possession of the Receiving Party at the time of disclosure (and not otherwise subject to a non-disclosure agreement or ongoing obligation of confidentiality); (c) the Receiving Party can demonstrate by written records was acquired from a third party who had the lawful right to make the disclosure; (d) the Receiving Party can demonstrate by written records was independently developed by the Receiving Party without reference to the respective Disclosing Party's Confidential Information; (e) has been disclosed as necessary to establish rights or enforce obligations under this Agreement; and (f) is required to be disclosed by the Receiving Party pursuant to an order, direction or other regulation legally enforceable against the Receiving Party, provided that (i) any such disclosure shall be only as far as necessary to reasonably comply and (ii) the Receiving Party shall notify the respective Disclosing Party of the obligation as soon as reasonably practicable and cooperate in any effort by the respective Disclosing Party to obtain a protective order.

(c) **Use.** The Receiving Party agrees to: (a) maintain the Confidential Information of each Disclosing Party in strict confidence; (b) not disclose it to any third party; (c) promptly notify the respective Disclosing Party of any Confidential Information disclosed in violation of this Section, or otherwise lost or unaccounted for; (d) not copy, modify, reverse engineer, or reproduce any of it without the written consent of the respective Disclosing Party; (e) store it securely; (f) comply with all export and import control laws and regulations of all countries under whose jurisdiction the transfers of it occur; and (g) upon termination of this Agreement (or upon the request of either Disclosing Party at any time, at the each Disclosing Party's sole discretion) (1) immediately cease using it and promptly return, delete or destroy all of it, together with any copies (provided that the Receiving Party may keep one copy solely for archival purposes to be used only for purposes of demonstrating its compliance with this Section), and (2) using industry best practices, ensure that all Confidential Information contained in any media has been completely deleted or otherwise destroyed, prior to disposing of the media.

[REDACTED]

[REDACTED]

[REDACTED]

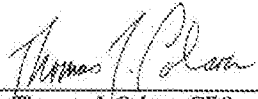
[REDACTED]

[REDACTED]

**Miscellaneous.** This Agreement shall be governed by and construed in accordance with the laws of the State of Arkansas, applicable to agreements made and performed in Arkansas. If any provision of this Agreement shall be determined to be void, invalid, unenforceable or illegal for any reason, the validity and enforceability of all the remaining provisions shall

not be affected thereby. The failure of any of the parties to exercise any of its rights hereunder for a breach hereof shall not be deemed to be a waiver of such rights nor shall the same be determined to be a waiver of any subsequent breach.

Executive IP, LLC.

By:   
Thomas J. Colson, CEO

Date: June 13, 2017

I DID IT LLC

By:   
Samantha Mangosing

Date: 6/19/2017