

## PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT6875589

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT	
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT	
<b>CONVEYING PARTY DATA</b>		
	<b>Name</b>	<b>Execution Date</b>
	NIGEL WILLIAMS	10/15/2017
<b>RECEIVING PARTY DATA</b>		
<b>Name:</b>	SONY INTERACTIVE ENTERTAINMENT EUROPE LIMITED	
<b>Street Address:</b>	10 GREAT MARLBOROUGH STREET	
<b>City:</b>	LONDON	
<b>State/Country:</b>	GREAT BRITAIN	
<b>Postal Code:</b>	W1F 7LP	
<b>PROPERTY NUMBERS Total: 1</b>		
	<b>Property Type</b>	<b>Number</b>
	Application Number:	17359845
<b>CORRESPONDENCE DATA</b>		
<b>Fax Number:</b>	(732)634-6887	
<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>	732-634-7634	
<b>Email:</b>	info@gdiplaw.com	
<b>Correspondent Name:</b>	MATTHEW B. DERNIER	
<b>Address Line 1:</b>	DERNIER IP LAW, LLC	
<b>Address Line 2:</b>	89 HEADQUARTERS PLAZA NORTH, PMB 1469	
<b>Address Line 4:</b>	MORRISTOWN, NEW JERSEY 07960	
<b>ATTORNEY DOCKET NUMBER:</b>	545-1052	
<b>NAME OF SUBMITTER:</b>	MATTHEW B. DERNIER	
<b>SIGNATURE:</b>	/MATTHEW B. DERNIER/	
<b>DATE SIGNED:</b>	08/20/2021	
<b>Total Attachments: 5</b>		
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Sony Interactive Entertainment Europe Ltd

SONY INTERACTIVE ENTERTAINMENT EUROPE LIMITED ("SIEEL")

TERMS AND CONDITIONS OF EMPLOYMENT

PRINCIPAL STATEMENT

EMPLOYEE NAME:	Nigel Williams (referred to as "you" hereinafter)
DATE OF ISSUE:	12 <sup>th</sup> October 2017

This document ("this Contract") sets out the principal terms and conditions of your employment with Sony Interactive Entertainment Europe Limited ("the Company"). Any future amendments to the terms and conditions described here that may be notified to you in writing should be attached to and kept with this document.

1 COMMENCEMENT OF EMPLOYMENT

REDACTED

REDACTED

**15 INTELLECTUAL PROPERTY**

15.1 If you make, or if you participate in making, any discovery, invention, design (whether registrable or not), or any work in which copyright and/or database right subsists (including without limitation computer programs) and which relates, either directly or indirectly, to or is useful in connection with the business, products or services of the Company, you shall disclose it to your Departmental Director immediately, whether or not it is the property of the Company and specifically:

15.1.1 in the case of an invention give the Company full particulars of the invention together with everything embodying, recording (in any media) or relating to the invention, irrespective of the nature of the invention or when it was made, and keep such invention confidential unless the Company has agreed to its disclosure in writing; and

15.1.2 in the case of designs or works in which copyright and/or database right subsists, give the Company a copy of all records of such designs and works,

and, in addition, the Company may call for the same to be delivered forthwith to an authorised representative at any time.

- 15.2 If an invention made by you is the property of the Company under Section 39 Patents Act 1977 you hereby assign to the Company with full title guarantee all your rights to the invention, to the grant of protection and all applications for protection in respect of that invention.
- 15.3 The Company shall not be under any obligation to apply for or maintain protection in respect of any invention made by you.
- 15.4 If any invention is your property under Section 39 Patents Act 1977 and relates to or is useful in connection with the business or any product or service of the Company you shall not grant or agree to grant a licence or other rights or execute or agree to execute an assignment in respect of any rights in or relating to that invention to any other person without first offering to grant a licence (or such other rights) or execute an assignment for the benefit of the Company on terms no less favourable than those offered to the third party, and the Company shall have fifteen working days in which to accept or reject the offer.
- 15.5 If while employed by the Company you make, or participate in making, (whether in the course of normal duties or not and whether or not during normal working hours or using Company premises or resources): (i) any design (whether registrable or not); (ii) any work in which copyright and/or database right subsists (including without limitation computer programs); or (iii) anything else that is protected by Intellectual Property other than an invention, and which relates to or is useful in connection with the business, products or services of the Company or any Associated Company, you hereby assign to the Company, by way of present assignment of future rights with full title guarantee, all such rights for the full term thereof throughout the world. If by operation of law it is not possible for you to assign such rights in a territory outside the United Kingdom (due to differences between the laws of that territory and the laws of the United Kingdom) you shall hold such rights on trust for the Company and shall grant to the Company such rights as most closely resemble an assignment in the territory concerned.
- 15.6 At the request of the Company, you shall execute all documents and do all things which are necessary or desirable for perfecting the assignment of all Intellectual Property assigned to the Company pursuant to this Clause 15 or which otherwise vests in the Company by operation of law and for obtaining the best possible protection in respect of such rights in the territories specified by the Company. You shall assign to the Company any rights you may have in all subsequent registrations and applications for registration of such Intellectual Property.
- 15.7 All embodiments of Intellectual Property assigned under this Clause 15, or which otherwise vests in the Company by operation of law, and all records relating to such rights irrespective of the form or media shall be the property of the Company. You shall surrender these to the Company on the termination of this Contract or at the request of the Company at any time during your employment, and you shall keep no copies.
- 15.8 You waive all moral rights and all similar and analogous rights in other territories (whether arising under Chapter IV of Part I of the Copyright Designs and Patents Act 1988 or otherwise) to the extent permissible under the relevant legislation in each jurisdiction in works to which Clause 15 applies.
- 15.9 You warrant that you are not bound by any legally enforceable obligations owed to persons other than the Company which would prevent you from complying with the terms of this Contract. You shall not without proper licence do anything which would infringe the Intellectual Property of any person, including without limitation, making, using or selling patented products, using patented processes, copying or adapting copyright works or designs, unlawfully extracting or re-utilising data from a database, or disclosing or using confidential information.
- 15.10 You shall not exploit or attempt to exploit any Intellectual Property which is the property of the Company without the prior written consent of the Company nor shall you do anything that would imperil or prejudice any rights in any of the same, and you shall immediately inform the Company if you become aware of any infringement of any of the same.

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- 15.11 If and when required to do so by the Company, you shall provide reasonable assistance to bring or defend any proceedings in respect of revocation, invalidity and/or infringement in relation to any and all Intellectual Property owned by the Company (including without limitation those rights that are assigned or licensed to the Company under this Clause 15).
- 15.12 All the provisions of this Clause 15 shall survive termination of your employment insofar as they relate to rights that were created before the date of termination of this Contract.

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These terms must be read in conjunction with the Company's Staff Handbook, a copy of which you acknowledge you have received. If the terms of this Contract conflict with the Staff Handbook, the terms of this Contract will prevail.

I confirm that I have read, understand and accept the terms and conditions of employment as detailed in this document, the Staff Handbook, and the Offer Letter.

SIGNED.....

Nigel Williams

DATED.....

15/10/2017