

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT6925082

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
ROLAND M. GUEGEL	04/02/2017
RECEIVING PARTY DATA	
Name:	NEUSTAR, INC.
Street Address:	1906 RESTON METRO PLAZA, SUITE 500
City:	RESTON
State/Country:	VIRGINIA
Postal Code:	20190
PROPERTY NUMBERS Total: 1	
Property Type	Number
Patent Number:	10694320
CORRESPONDENCE DATA	
Fax Number:	(202)371-2540
<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:	202-371-2600
Email:	rhicks@sternekessler.com, lmiller@sternekessler.com
Correspondent Name:	STERNE, KESSLER, GOLDSTEIN & FOX P.L.L.C.
Address Line 1:	1100 NEW YORK AVENUE, NW
Address Line 4:	WASHINGTON, D.C. 20005
ATTORNEY DOCKET NUMBER:	4380.0240003
NAME OF SUBMITTER:	ROSS G. HICKS
SIGNATURE:	/Ross G. Hicks, #56,374/
DATE SIGNED:	09/20/2021
Total Attachments: 11	
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**EMPLOYEE PROPRIETARY INFORMATION, INVENTIONS,
NONCOMPETITION, NONSOLICITATION AGREEMENT AND IMAGE LICENSE**

I understand that I am or will be employed by Neustar, Inc., its affiliates, parent, and/or subsidiaries, as well as any of their respective successors and assigns (hereinafter collectively referred to as "Neustar"), and will learn and have access to Neustar's confidential, trade secret and proprietary information and its customers. I understand that the products and services that Neustar develops, provides and markets are unique. Further, I know that my promises in this Agreement are an important way for Neustar to protect its proprietary interests.

In addition to other good and valuable consideration, I am expressly being given employment, continued employment, certain monies, benefits, bonuses, equity awards, training and/or trade secrets and confidential information of Neustar and its customers, suppliers, vendors or affiliates to which I would not have access but for my relationship with Neustar in exchange for my agreeing to the terms of this Agreement. In consideration of the foregoing, I agree as follows:

Confidential Information

I understand that in performing my job responsibilities for Neustar, I will have access to, be provided, develop and observe confidential and proprietary information ("**Confidential Information**") of Neustar and its customers and vendors. Confidential Information shall include any information or material which is not generally known to the public, and which (a) is generated or collected by or utilized in the operations of Neustar and relates to the actual or anticipated business of Neustar or Neustar's actual or prospective vendors or clients; or (b) is suggested by or results from any task assigned to me by Neustar or work performed by me for or on behalf of Neustar or any customer of Neustar. For purposes of this Agreement, the term Confidential Information includes, by way of example information in hard-copy or electronic form that is of a technical, financial or business nature, inventions and invention records and reports, designs, configurations, tooling, documentation, recorded data, schematics, circuits, mask works, layouts, source code, object code, master works, master databases, algorithms, flow charts, formulae, works of authorship, copyrights, software and computer codes, mechanisms, research, manufacture, improvements, assembly, installation, intellectual property including patents and patent applications, trade secrets, business plans, past or future financing, marketing, forecasts, pricing, customers, the salaries, duties, qualifications, performance levels, and terms of compensation of others, and/or cost or other financial data concerning any of the foregoing or Neustar and its operations generally and other information concerning Neustar's actual or anticipated business, research or development. Confidential Information may be received in confidence by or for Neustar from any other person, disclosed in any manner, whether verbally, electronically, visually or in a written or other tangible form, which is either identified as confidential or proprietary or which should be reasonably understood to be confidential or proprietary in nature with respect to Neustar. Neustar, or the relevant third party, as the case may be, retains all right, title and interest in and to its Confidential Information, including any intellectual property rights thereof. I agree that I will have no rights, by license or otherwise, to use or disclose Confidential Information except as otherwise expressly provided herein.

Confidential Information does not include any information that (a) is now or subsequently becomes publicly available without breach of this Agreement; (b) can be demonstrated to have been lawfully known to me at the time of its receipt from Neustar; (c) is rightfully received by me from a third party who did not acquire or disclose such information by a wrongful or tortious act; or (d) can be shown

by documentation to have been independently developed by me without reference to any Confidential Information.

Company Documents

I understand that Neustar also possesses certain documents that are important to its business ("**Company Documents**"). For purposes of this Agreement, the term Company Documents means documents, whether in hard-copy or electronic form, that contain proprietary information or any other information concerning the business, operations or plans of Neustar, whether such documents have been prepared by me or by others. Company Documents include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer and supplier lists, computer disks, tapes, memory, storage or printouts, sound recordings and other electronic, printed, typewritten or handwritten documents.

Image License

I give Neustar permission to use my voice, image or likeness, with or without using my name, during and after my employment with Neustar, for the purposes of advertising and promoting Neustar, or for other purposes deemed appropriate by Neustar in its reasonable discretion including without limitation internal training videos, except to the extent expressly prohibited by law. I understand and acknowledge that I will not receive any additional or supplemental compensation from Neustar for any such use, nor will I seek any such compensation at any time in the future.

Covenants and Representations

I agree that:

1. During and after the termination of my employment with Neustar, I will not, without Neustar's prior written permission, directly or indirectly for any purpose other than performance of my duties for Neustar, utilize or disclose to anyone outside of Neustar any confidential information of Neustar or any information received by Neustar in confidence from or about third parties, as long as such remains trade secrets or confidential. I will keep Neustar's Confidential Information and Company Documents containing confidential information in strict confidence and will not directly or indirectly use, disclose or deliver any of the Confidential Information or Company Documents to anyone outside Neustar without timely advance notice to Neustar and Neustar's prior written consent. I will not permit others to use Confidential Information for any purpose other than for performing services for Neustar.
2. I will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of the Confidential Information and Company Documents.
3. I will not remove, electronically transmit or deliver any Confidential Information or Company Documents from the business premises of Neustar, except as required in connection with performing my duties for Neustar. In addition, I agree that I will not provide any such materials to any competitor of Neustar unless specifically required by my bona fide job duties for Neustar.
4. Prior to my submitting or disclosing for possible publication or dissemination outside Neustar any material, such as a book or industry white paper, prepared by me that incorporates information concerning Neustar's business or anticipated research, I will deliver a copy of such material to the General Counsel of Neustar for his or her review. Neustar will notify me within a reasonable period of time whether Neustar believes such material contains any Confidential Information, and

I will make such deletions and revisions as are requested by Neustar to protect its Confidential Information. I further agree to obtain the consent of Neustar prior to any review of such material by persons outside Neustar.

5. If I am required to disclose Confidential Information or Company Documents pursuant to applicable law, regulation, court order, or other legal process, I will give Neustar prior written notice of such required disclosure and, to the extent reasonably possible, will give Neustar an opportunity to contest such required disclosure at Neustar's expense.
6. I will notify Neustar immediately in the event I learn of any unauthorized possession, use or knowledge of Confidential Information, Company Documents or materials containing such Confidential Information, and will cooperate with Neustar in any proceeding against any third parties necessary to protect Neustar's rights with respect to the Confidential Information or Company Documents.
7. I agree that disclosure or use of Confidential Information or Company Documents in violation of this Agreement could cause irreparable harm to Neustar for which monetary damages may be difficult to ascertain or are an inadequate remedy. Therefore, as more fully explained in Paragraph 17 of this Agreement, Neustar will have the right, in addition to its other rights and remedies, to seek, obtain, and enforce in all jurisdictions injunctive relief for any violation of this Agreement.
8. Immediately upon the termination of my employment with Neustar for any reason, or during my employment if so requested by Neustar, I will return all Confidential Information and Company Documents, apparatus, equipment, and other physical property, or any reproduction of such property, excepting only (a) my personal copies of records relating to my compensation; (b) my personal copies of any materials previously distributed generally to shareholders of Neustar; and (c) my copy of this Agreement.
9. I hereby assign to Neustar my entire right, title and interest in any idea, formula, invention, discovery, design, drawing, process, method, technique, device, improvement, computer program and related documentation, technical and non-technical data, work of authorship, mask works, and patent and patent applications (all hereinafter called "**Developments**"), which I may solely or jointly conceive, write or acquire in whole or in part during the period I am working for Neustar, and for a period of six months thereafter, and which relate in any way to the actual or anticipated business or research or development of Neustar, or which are suggested by or result from any task assigned to me or work performed by me for or on behalf of Neustar, whether or not such Developments are made, conceived, written or acquired during normal hours of work or using Neustar's facilities, and whether or not such Developments are patentable, copyrightable or susceptible to other forms of protection. The term "Developments" does not apply to any development for which no equipment, supplies, facilities or trade secret, proprietary or confidential information of Neustar was used, and which was developed entirely on my own time unless (a) the development relates (i) to the actual or anticipated business of Neustar or (ii) to Neustar's actual or demonstrably anticipated research or development or (b) the development results from any work performed by me for Neustar. I acknowledge that any intellectual property right in any Developments and related documentation, and work of authorship, which are created within the scope of my employment with Neustar, are owned by Neustar.
10. I will disclose in writing and in a reasonably timely manner to my immediate supervisor, with a copy to the General Counsel of Neustar, or to any persons designated by Neustar, all

Developments. I will not disclose Developments to any person outside Neustar unless I am requested to do so in writing by Neustar's Chief Executive Officer or his or her designee.

11. Neustar will be the sole owner of all Developments and all patents, patent rights, copyrights and other intellectual property or other rights in connection therewith. To the maximum extent permitted by applicable law, I agree that all Inventions, including any computer programs, programming documentation, and other works of authorship, are "works made for hire" for Neustar for purposes of Neustar's rights under copyright laws.
12. I will make and maintain written and electronic records, in a form specified by Neustar, of all Developments, trade secrets and works of authorship assigned or to be assigned pursuant to this Agreement. All such records will be the sole property of Neustar.
13. During and after my employment with Neustar, I will perform all acts deemed necessary or desirable by Neustar to permit and assist it, at Neustar's expense, in obtaining, maintaining, defending and enforcing patents, copyrights or other rights on Developments and improvements in any and all countries. Such acts may include, but are not limited to, executing documents and providing assistance to or cooperation with counsel and experts in legal proceedings by providing testimony at depositions and/or appearing in court and administrative proceedings. I hereby irrevocably designate and appoint Neustar and its duly authorized officers and agents as my agents and attorney-in-fact to act for and on my behalf and instead of me, to execute and file any applications or related findings and to do all other lawfully permitted acts to further the prosecution and issuance of patents, copyrights or other rights thereon with the same legal force and effect as if executed by me.
14. I have attached as Exhibit A a complete list of all inventions or improvements to which I claim ownership and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such inventions and improvements at the time of signing this Agreement. If, in the course of my employment with Neustar, I incorporate into a Neustar product, process or machine such an existing invention or improvement owned by me or in which I have an interest, Neustar is hereby granted and will have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such invention or improvement as part of or in connection with such product, process or machine.
15.
 - a. I agree that during my employment with Neustar, and for a period of twelve (12) months thereafter, I will not, directly or indirectly, on behalf of myself or any other person, company or entity, solicit or participate in soliciting products or services competitive with or similar to products or services offered by, developed by, designed by or distributed by Neustar to any person, company or entity which was a customer or potential customer of Neustar for such products or services and with which I had direct contact or about which I learned confidential information related to such products or services at any time during the twenty-four (24) months preceding the termination of my employment with Neustar.
 - b. I agree that during my employment with Neustar, and for a period of twelve (12) months thereafter, I will not, directly or indirectly, on behalf of myself or any other person, company or entity, offer, provide or sell or participate in offering, providing or selling, products or services competitive with or similar to products or services offered by, developed by, designed by or distributed by Neustar to any person, company or entity which was a customer or potential customer of Neustar for such products or services and with which I had direct contact regarding

such products or services at any time during the twenty-four (24) months preceding the termination of my employment with Neustar.

c. I agree that during my employment or relationship with Neustar, and for a period of twelve (12) months thereafter, I will not directly or indirectly, on behalf of myself or in conjunction with any other person, company or entity, own (other than less than 5% ownership in a publicly traded company), manage, operate, or participate in the ownership, management, operation, or control of, or be employed by any entity which is in competition with Neustar, with which I would hold a position with responsibilities similar to any position I held with Neustar during the twenty-four (24) months preceding the termination of my employment with Neustar or in which I would have responsibility for and access to confidential information similar or relevant to that which I had access to during the twenty-four (24) months preceding the termination of my employment with Neustar in any geographic territory over which I had responsibilities during the twenty-four (24) months preceding the termination of my employment with Neustar. Notwithstanding the foregoing, in the event that Neustar eliminates my position or terminates me in connection with a reduction in force, Neustar will pay me severance in accordance with its then-effective severance policy. The length of the non-compete period will be reduced from 12 months to be the same length of time that my severance payment covers.

d. I agree that during my employment with Neustar and for a period of twelve (12) months thereafter, I will not, nor will I assist any third party to, directly or indirectly (i) raid, hire, solicit, or attempt to persuade any employee of Neustar or any person who was an employee of Neustar during the 6 months preceding the termination of my employment or with Neustar, who possesses or had access to confidential information of Neustar, to leave the employ of or terminate a relationship with Neustar; (ii) interfere with the performance by any such persons of their duties for Neustar; or (iii) communicate with any such persons for the purposes described in items (i) and (ii) in this paragraph.

e. I agree that during my employment with Neustar, and thereafter until such information is generally available to the public, I will not, directly or indirectly, on behalf of myself or any other person, company or entity, utilize or reveal confidential contract or relationship terms with any supplier, contractor, vendor or client used by or served by Neustar at any time.

f. I agree that during my employment with Neustar, and for a period of twelve (12) months thereafter, I will not, directly or indirectly, become employed or engaged by or affiliated with any person, company or entity that was a referral source, vendor or client of Neustar during the twenty-four (24) months preceding the termination of my employment with Neustar, in any capacity in which I would provide products, services or support competitive with or similar to the products, services, or support offered by, performed by, developed by or created by me for Neustar during the twenty-four (24) months preceding the termination of my employment with Neustar.

g. I agree that during my employment with Neustar, and for a period of twelve (12) months thereafter, I will not, directly or indirectly, become employed or engaged by or affiliated with any person, company or entity in which I would hold a research or development position for products or services similar to or competitive with products or services for which I was responsible for research or development at Neustar during the thirty-six (36) months preceding the termination of my employment with Neustar.

16. During my employment with Neustar, I will not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of Neustar, and I will not

assist any other person or organization in competing with Neustar or in preparing to engage in competition with the business or proposed business of Neustar. The provisions of this Paragraph will apply both during normal working hours and at all other times including, but not limited to, nights, weekends, vacation time and leaves of absence, while I am employed by Neustar.

17. I agree that the restrictions contained in this Agreement are fair and reasonable in scope and are necessary for the protection of Neustar's business and goodwill. I further acknowledge that Paragraphs 1 through 15 will survive termination of this Agreement and my employment. I agree that Neustar will have no adequate remedy at law for violations or breaches of Paragraph 1 through 15, that Neustar will be irreparably injured, and that damages resulting from any breach of Paragraph 1 through 15 are not readily ascertainable in monetary terms. Therefore, in the event that I violate or breach Paragraph 1 through 15, Neustar will be entitled to equitable relief, by way of a temporary restraining order, injunctive relief or otherwise without the posting of bond, in addition and without prejudice to other remedies that Neustar may be entitled to at law or in equity.
18. I agree not to disclose to Neustar, or use in my work for Neustar, any confidential information and/or trade secrets belonging to others, including without limitation, my prior employers, or any prior inventions made by me and which Neustar is not otherwise legally entitled to learn of or use. Furthermore, by executing this Agreement, I certify that I am not subject to any restrictive covenants and/or obligations that would prevent me from fully performing my duties for Neustar. I also agree that Neustar may contact any employer or prospective employer or affiliate of mine to inform them of my obligations under this Agreement and that, for a period of five (5) years, I shall affirmatively provide this Agreement to all subsequent employers. I represent and warrant that I have returned all property and confidential information belonging to all prior employers. I further agree to conform to the rules and regulations of Neustar, including the Corporate Code of Business Conduct.
19. This Agreement is my entire agreement with Neustar, and it supersedes all previous oral or written understandings or agreements, if any, made by or with Neustar regarding the same subject matter. No delay or waiver of any breach of any provision of this Agreement by Neustar shall be effective unless it is in writing and no waiver or delay shall be construed to be a waiver of any succeeding breach or as a modification of such provision. The provisions of this Agreement shall be severable and if any provision of this Agreement is found by any court to be unenforceable, in whole or in part, the remainder of this Agreement shall nevertheless be enforceable and binding on the parties. I also agree that a court or arbitrator may modify any invalid, overbroad or unenforceable term of this Agreement so that such term, as modified, is valid and enforceable under applicable law and is authorized to extend the length of this Agreement for any period of time in which I am in breach of this Agreement or as necessary to protect the legitimate business interests of Neustar. Further, I affirmatively state that I have not, will not and cannot rely on any representations not expressly made herein. The terms of this Agreement shall not be amended by me or Neustar except by the express written consent of Neustar and myself. The section headings in this Agreement are for convenience of reference and in no way define, limit or affect the meaning of this Agreement.
20. Any subsequent change in my compensation will not affect the validity or scope of this Agreement.
21. This Agreement will be effective as of the first day of my employment with Neustar and will be binding on me, my executor, assigns and administrators, and will inure to the benefit of Neustar, its subsidiaries, successors and assigns.

22. I consent to the law of Virginia being exclusively applied to any matter arising out of this Agreement, without regard to its conflict of law principles and exclusively to personal and subject matter jurisdiction in the state and federal courts of Virginia for any dispute relating to this Agreement or my relationship with Neustar. Should Neustar successfully enforce any portion of this Agreement before a trier of fact, Neustar shall be entitled to all of its reasonable attorney's fees and costs incurred as a result of enforcing this Agreement against me.
23. I acknowledge that nothing in this Agreement is intended to require that I continue my employment or relationship with Neustar for any particular length of time or to require that Neustar continue my employment, relationship or compensation for any particular length of time. I agree that if I am employed by Neustar, it is on an at-will basis, which means that Neustar and I can terminate the employment relationship with or without cause or reason, with or without notice or compliance with any procedures.
24. I acknowledge that my obligations under this Agreement are in addition to, and do not limit, any and all obligations concerning the same subject matter arising under any applicable law.
25. I agree to cooperate in the truthful and honest prosecution and/or defense of any third party claim in which Neustar may have an interest subject to reasonable limitations concerning time and place, which may include making myself available to participate in any proceeding involving Neustar, allowing myself to be interviewed by representatives of Neustar, appearing for depositions and testimony without requiring a subpoena, and producing and/or providing any documents or names of other persons with relevant information; provided that, if such services are required after the termination of my employment with Neustar, Neustar shall provide me reasonable compensation for the time actually expended in such endeavors and shall pay my reasonable expenses incurred at the prior and specific request of Neustar.
26. **Defend Trade Secrets Act (DTSA) Notice**

I understand that pursuant to 18 USC § 1833(b), an employee, consultant or contractor of an employer may not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of an employer's trade secrets, so long as such disclosure is made solely: (a) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney, and solely for the purpose of reporting or investigating a suspected violation of law; and/or (b) in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal. Additionally, I understand that pursuant to 18 USC § 1831 et seq., an individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose a trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal and does not disclose the trade secret, except pursuant to court order. The foregoing immunities provided under 18 USC § 1831 et seq. do not apply to any disclosure of Confidential Information or trade secrets of an employer's clients, customers or counterparties, or of any other third parties. For purposes of this paragraph, "trade secret" has the meaning set forth in 18 USC § 1839.

27. I agree that during my employment with Neustar and for a period of 24 months thereafter, I will not issue or communicate, directly or indirectly, any public statement (or statement likely to become public) that disparages, denigrates, maligns or impugns Neustar or its officers, directors, employees, products or services, except truthful responses to legal process or governmental inquiry. I acknowledge and agree that nothing in this agreement prohibits me from communicating, without notice to or approval by Neustar, with any federal government agency about a potential violation of federal law or regulation.

28. I acknowledge and agree that any change in my position or title with Neustar shall not cause this Agreement to terminate and shall not affect any change in my obligations under this Agreement.
29. I agree that this Agreement is accepted by me through my original or facsimile signature. I further agree that Neustar is deemed to have accepted this Agreement as evidenced by my employment or relationship with Neustar, the payment of wages or monies to me, the provision of benefits to me, or by executing this Agreement.
30. This Agreement supersedes all prior agreements between the parties with respect to its subject matter and constitutes a complete and exclusive statement of the terms of the agreement between the parties with respect to its subject matter.

I HAVE FULLY READ, KNOW AND UNDERSTAND THIS AGREEMENT AND AM EXECUTING THIS AGREEMENT VOLUNTARILY OF MY OWN FREE WILL. I HAVE NOT RELIED UPON ANY INDUCEMENTS, PROMISES, OR REPRESENTATIONS MADE BY ANYONE EXCEPT AS EXPRESSLY SET FORTH HEREIN. I AM ENTERING INTO THIS AGREEMENT WITHOUT ANY THREATS, COERCION OR DURESS, WHETHER ECONOMIC OR OTHERWISE, HAVING BEEN MADE TO ME, AND I INTEND TO BE BOUND BY THE TERMS OF THIS AGREEMENT.

EMPLOYEE

Name (please print)

Signature

Date

EXHIBIT A

1. As fulfillment of my representation in Paragraph 14 of the Employee Proprietary Information, Inventions, Noncompetition and Nonsolicitation Agreement, I have prepared the following complete list of all inventions and/or improvements relevant to the subject matter of my employment with Neustar that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment by Neustar that I desire to remove from the operation of the Agreement:

____ No inventions or improvements.

____ Any and all inventions regarding:

____ Additional sheets attached.

2. I propose to bring to my employment the following materials and documents of a former employer:

____ No materials or documents.

____ See below:

____ Additional sheets attached.

EMPLOYEE

Name (please print)

Signature

Date

**EMPLOYEE PROPRIETARY INFORMATION, INVENTIONS, NONSOLICITATION AGREEMENT
AND IMAGE LICENSE**

EXHIBIT A

1. As fulfillment of my representation in Paragraph 14 of the Employee Proprietary Information, Inventions and Nonsolicitation Agreement, I have prepared the following complete list of all inventions and/or improvements relevant to the subject matter of my employment with Neustar that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment by Neustar that I desire to remove from the operation of the Agreement:

No inventions or improvements.

Any and all inventions regarding:

2. I propose to bring to my employment the following materials and documents of a former employer:

No materials or documents.

See below:

EMPLOYEE

Name (please print)

Roland M. Guegel





Signature *Roland M. Guegel*

Employee Proprietary Information
Inventions and Nonsolicitation Agreement (A)
Rev. 12/20/12

ROLAND M. GUEGEL

ON-BOARDING ELECTRONIC ACCEPTANCE OF PROPRIETARY INFORMATION AGREEMENT

April 2, 2017

Document	Effective Date	Attachment Attachment	Signature Type	Signed By	Signature Date	Signature Statement	Attachment Document
Exhibits and IP Agreements (not complete)	10/26/2015	 Form Proprietary Information: RPTI Form-Complete.pdf	Autonomous Agreement	Roland Guegel [unclear]	04/02/2017 11:48:58 AM	I have fully read, know and understood the agreement and am executing this agreement in order to my own free will. I have not relied upon inducements, promises, or representations made by anyone other than myself and I am entering into this agreement without any threats, coercion or undue influence, economic or otherwise. Nothing herein shall be held to be bound by terms of this agreement.	
Exhibit A	12/08/2015	 Exhibits - RPTI.pdf		Roland Guegel [unclear]	04/02/2017 11:48:58 AM		 Exhibit A-00000000