

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT6910250

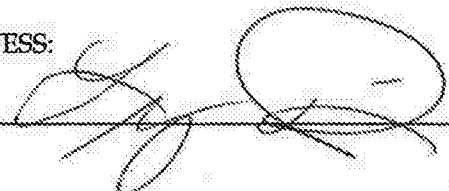
SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	EMPLOYEE AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
RALPH HOLMES	04/11/2005
RECEIVING PARTY DATA	
Name:	NEUSTAR, INC.
Street Address:	1906 RESTON METRO PLAZA, SUITE 500
City:	RESTON
State/Country:	VIRGINIA
Postal Code:	20190
PROPERTY NUMBERS 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:	09/10/2021
Total Attachments: 1	
source=2021-09-10-Holmes-Employment-Agreement#page1.tif	

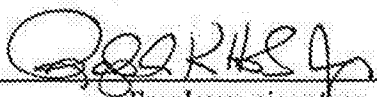
In consideration of my employment or consultant relationship by NeuStar, Inc., or by one of its divisions, subsidiaries, joint ventures, or affiliates, I agree as follows:

1. **TRADE SECRETS OF OTHERS.** During my employment or consultant relationship with NeuStar, Inc., I will not disclose to NeuStar, Inc., or use for NeuStar, Inc.'s benefit, any trade secret of any former employer or of any other party or any confidential information relating to any aspect of the business affairs of such former employer or other party.
2. **COMPANY INFORMATION.** I recognize that in its business, NeuStar, Inc. constantly generates and uses commercially valuable proprietary and confidential information, which NeuStar, Inc. has a legitimate interest in safeguarding. Since I may come into possession of or become acquainted with such information and may contribute thereto through my work assignments, I agree:
 - a) at all times during and after my employment or consultant relationship by NeuStar, Inc. to hold in strictest confidence, and not to use, or to disclose to any third party, without the prior written consent of NeuStar, Inc. any of NeuStar, Inc.'s proprietary and confidential information. I hereby confirm that all memoranda, notes, records, sketches, drawings, reports, computer programs, computer generated data and information, or other documents made or compiled by me, or which are made available to me while employed or consulting by NeuStar, Inc., shall be NeuStar, Inc.'s sole property and all copies of the same shall be delivered to NeuStar, Inc. upon termination of my employment or consultant relationship or at any other time upon NeuStar, Inc.'s request.
 - b) to disclose promptly to NeuStar, Inc., in writing, all inventions, improvements, developments, ideas, and discoveries, which I may make or conceive, either solely or jointly with others, during the period of my employment or consultant relationship by NeuStar, Inc. that:
 - i) relate in any way to my work assignments for NeuStar, Inc.;
 - ii) relate to, or are useful in connection with, NeuStar, Inc.'s business, products, manufacturing or engineering processes, or interests; or
 - iii) involve the use of NeuStar, Inc.'s personnel, facilities, or other assets.
 - c) to assign to NeuStar, Inc. my entire interest, right, and title in and to the aforementioned inventions, improvements, developments, ideas, and discoveries. Such inventions, improvements, developments, ideas, and discoveries shall be and remain the sole property of NeuStar, Inc. and NeuStar, Inc. shall be the sole owner of all the rights pertaining thereto. At all times during and after my employment or consultant or advisorship by NeuStar, Inc., I agree to perform such acts or give such assistance as may be reasonably requested by NeuStar, Inc. in order that NeuStar, Inc. may obtain and maintain suitable protection, including but not limited to the securing and upholding of patents, trademarks, or copyrights.
3. **EFFECT OF THIS AGREEMENT.** This Agreement:
 - a) supersedes any agreement relating to any subject matter hereof into which I may have previously entered with NeuStar, Inc.;
 - b) shall be binding on me and my heirs, executors, and personnel representatives; and
 - c) may not be modified or terminated, either in whole or in part, except with the prior written consent given by an officer of NeuStar, Inc.

IN WITNESS WHEREOF, I have signed this Agreement on April 11, 2005.

WITNESS:




Employee signature