

PATENT ASSIGNMENT COVER SHEET

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SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
ADRIAN MIHAI	09/05/2021
SHIYING CHEN	09/07/2021
RECEIVING PARTY DATA	
Name:	ICIMS, INC.
Street Address:	BELL WORKS, 101 CRAWFORDS CORNER RD
Internal Address:	SUITE 3-100
City:	HOLMDEL
State/Country:	NEW JERSEY
Postal Code:	07733
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	17376665
CORRESPONDENCE DATA	
Fax Number:	(202)842-7899
<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:	2028427800
Email:	zippatentdocketingmailbox@cooley.com, KMByers@cooley.com
Correspondent Name:	COOLEY LLP - ATTN PATENT GROUP
Address Line 1:	1299 PENNSYLVANIA AVE NW
Address Line 2:	SUITE 700
Address Line 4:	WASHINGTON, D.C. 20004-2400
ATTORNEY DOCKET NUMBER:	CIMS-003/00US 332635-2007
NAME OF SUBMITTER:	PETER CHUNG
SIGNATURE:	/Peter Chung/
DATE SIGNED:	01/28/2022
Total Attachments: 5	
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Attorney Docket No. CIMS-003/00US 332635-2007

ASSIGNMENT

Adrian MIHAI, residing at 3 Nouria House, Sandyford Road, Dublin D16 R6P3, IRELAND; and **Shiyng CHEN**, residing at 901 Shep Dr., Highland Park, NJ 08904 (each referred to as “Assignor”) have made an invention(s) (the “Invention(s)”) set forth in an application for patent entitled **METHODS AND APPARATUS FOR ASSESSING DIVERSITY BIAS IN ALGORITHMIC MATCHING OF JOB CANDIDATES WITH JOB OPPORTUNITIES**, and which is a:

- (1) provisional application
 - (a) to be filed herewith; or
 - (b) bearing Application No. , and filed on ;

- (2) non-provisional application
 - (a) to be filed herewith; or
 - (b) bearing Application No. 17/376,665, and filed on July 15, 2021; and/or

- (3) PCT application
 - (a) bearing Application No. , and filed on .

and/or

- (4) attached hereto.

WHEREAS, iCIMS, Inc., a Corporation having its principal place of business at Bell Works, 101 Crawfords Corner Rd., Suite 3-100, Holmdel, NJ 07733, its successors, legal representatives and assigns, (the “Assignee”), is desirous of acquiring the entire right, title, and interest in: the Invention(s); the application(s) for patent identified above; the right to file applications for patent of the United States or other countries on the Invention(s); any application(s) for patent of the United States or other countries claiming priority to, and/or the benefit of, these applications; any provisional or other right to recover any and all past, present, and future damages, including royalties, for any and all past, present, and future infringements of these application(s); and any and all patent(s) of the United States or other countries that may be granted therefor or thereon.

NOW, THEREFORE, for good and sufficient consideration, the receipt of which is hereby acknowledged, and to the extent that the Assignor has not done so already via a prior agreement with the Assignee or a predecessor in interest of the Assignee, or if the Assignor has already done so via a prior agreement with the Assignee or a predecessor in interest of the Assignee then in confirmation of said prior agreement,

the Assignor has sold, assigned, transferred, and set over, and by these presents does sell, assign, transfer, and set over, unto the Assignee, its successors, legal representatives, and assigns, the Assignor's entire right, title, and interest in:

- (a) the Invention(s);
- (b) the application(s) for patent identified above;
- (c) the right to file applications for patent of the United States or other countries on the Invention(s), including all rights under the Hague Convention, the Paris Convention for the Protection of Industrial Property, and under the Patent Cooperation Treaty, and all rights of claiming priority in any country of the world;
- (d) any application(s) for patent of the United States or other countries claiming the Invention(s);
- (e) any application(s) for patent of the United States or other countries claiming priority to, and/or the benefit of, at least one of the application(s) for patent identified above or any application(s) for patent claiming the Invention(s), including any priority application(s), substitute application(s), division(s), continuation(s), and continuation(s)-in-part;
- (f) any provisional or other right to recover any and all past, present, and future damages, including royalties, for any and all past, present, and future infringements of any application for patent identified in the preceding paragraphs (b)-(e) and of any and all patent(s) granted based thereon in the United States and in all other countries; and
- (g) any patent(s) of the United States or other countries that may be granted for or on any application for patent identified in the preceding paragraphs (b)-(e), including any reissue(s), reexamination(s), revival(s), renewal(s) and extension(s) of said patent(s).

The above-granted rights, titles, and interests are to be held and enjoyed by the Assignee, for its own use and behalf and the use and behalf of its successors, legal representatives, and assigns, as fully and entirely as the same would have been held and enjoyed by the Assignor had this sale and assignment not been made.

The Assignor hereby represents to the Assignee, its successors, legal representatives, and assigns, that, at the time of execution and delivery of these presents, or if applicable, at such time said prior agreement was executed, the Assignor is a lawful owner of an undivided interest in the entire right, title, and interest in and to the Invention(s), that the Invention(s) are unencumbered, except, if applicable, by obligation to assign in accordance with said prior agreement, and that the Assignor has good and full right and lawful authority to sell and convey the same in the manner set forth herein, and

that Assignor will not make or enter into any assignment, sale, agreement or encumbrance which would conflict with these presents.

The Assignor hereby covenants and agrees to and with the Assignee, its successors, legal representatives, and assigns, that the Assignor will sign all papers and documents, take all lawful oaths, and do all acts necessary or required to be done in connection with any and all proceedings for the procurement, maintenance, enforcement and defense of the Invention(s), said application(s), and said patent(s), including interference and derivation proceedings, and any post-grant proceedings (e.g., opposition proceedings, post-grant reviews, *Inter partes* reviews, supplemental examinations, etc.) without charge to the Assignee, its successors, legal representatives, and assigns, but at the cost and expense of the Assignee, its successors, legal representatives, and assigns.

The Assignor hereby authorizes and requests the attorneys of COOLEY LLP to insert in the spaces provided above the filing date, the application number, and the attorney docket number of the application(s) identified above when known.

The Assignor hereby requests the Commissioner of Patents to issue said patents of the United States to the Assignee for the sole use and behalf of the Assignee, its successors, legal representatives, and assigns.

Assignor(s) and Assignee(s) understand that electronic signatures are acceptable and that, by signing electronically, signatories agree to the use of electronic signatures.

9/5/2021 | 10:47:18 AM EDT

Date

DocuSigned by:

Adrian Mihai

Adrian Mihai

Witness:

DocuSigned by:

Andreea Wade

Signature

Andreea wade

Printed Name

9/5/2021 | 3:14:02 PM EDT

Date

Witness:

DocuSigned by:

Lena Rogova

Signature

Lena Rogova

Printed Name

9/6/2021 | 5:18:05 AM EDT

Date

9/7/2021 | 10:02:18 AM EDT

Date

DocuSigned by:

Shiying Chen

Shiying Chen

Witness:

DocuSigned by:

Andrew Lavers

Signature

Andrew Lavers

Printed Name

9/7/2021 | 10:43:36 AM EDT

Date

Witness:

DocuSigned by:

Donna Benitez

Signature

Donna Benitez

Printed Name

9/7/2021 | 10:56:43 AM EDT

Date

For and on behalf of ASSIGNEE:

Date: 9/9/2021 | 7:26:25 AM EDT

By: DocuSigned by:
Valerie Rainey
Name: Valerie Rainey
Title: chief financial officer
Company: iCIMS, Inc.

Witness:

DocuSigned by:
Courtney Dutter
AB9F14FE87C0426...
Signature

9/9/2021 | 10:36:11 AM EDT
Date

Courtney Dutter
Printed name

Witness:

DocuSigned by:
Al Smith
3D907CB03F8C427...
Signature

9/9/2021 | 11:01:02 AM EDT
Date

Al Smith
Printed name