

TRADEMARK ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	Certificate of Conversion

CONVEYING PARTY DATA			
Name	Formerly	Execution Date	Entity Type
PeopleAnswers, Inc.		01/03/2014	CORPORATION: TEXAS

RECEIVING PARTY DATA	
Name:	PeopleAnswers, LLC
Street Address:	14185 Dallas Parkway, Suite 550
City:	Dallas
State/Country:	TEXAS
Postal Code:	75254-4332
Entity Type:	LIMITED LIABILITY COMPANY: TEXAS

PROPERTY NUMBERS Total: 4		
Property Type	Number	Word Mark
Registration Number:	2807497	PEOPLEANSWERS
Registration Number:	3910746	BEHAVIORAL DNA
Serial Number:	85974340	TALENT SCIENCE
Serial Number:	86019992	PREDICTIVE TALENT ANALYTICS

CORRESPONDENCE DATA	
Fax Number:	9494754754
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent via US Mail.</i>	
Phone:	949-451-3800
Email:	skann@gibsondunn.com
Correspondent Name:	Stephanie S. Kann, Senior Paralegal
Address Line 1:	3161 Michelson Drive
Address Line 2:	Gibson, Dunn & Crutcher LLP
Address Line 4:	Irvine, CALIFORNIA 92612

ATTORNEY DOCKET NUMBER:	43569-00015
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CH \$115.00 2807497

NAME OF SUBMITTER:	Stephanie S. Kann
Signature:	/stephanie s. kann/
Date:	01/07/2014
Total Attachments: 3 source=PeopleAnswersConversionCert#page1.tif source=PeopleAnswersConversionCert#page2.tif source=PeopleAnswersConversionCert#page3.tif	

Corporations Section
P.O.Box 13697
Austin, Texas 78711-3697



John Steen
Secretary of State

Office of the Secretary of State

CERTIFICATE OF CONVERSION

The undersigned, as Secretary of State of Texas, hereby certifies that a filing instrument for

PEOPLEANSWERS, INC.
File Number: 163761300

Converting it to

PeopleAnswers, LLC
File Number: 801909256

has been received in this office and has been found to conform to law. ACCORDINGLY, the undersigned, as Secretary of State, and by virtue of the authority vested in the secretary by law, hereby issues this certificate evidencing the acceptance and filing of the conversion on the date shown below.

Dated: 01/03/2014

Effective: 01/03/2014



A handwritten signature in black ink, appearing to read "John Steen".

John Steen
Secretary of State

Phone: (512) 463-5555
Prepared by: Delores Moore

Come visit us on the internet at <http://www.sos.state.tx.us/>
Fax: (512) 463-5709
TID: 10340

Dial: 7-1-1 for Relay Services
Document: 522349040002

TRADEMARK
REEL: 005188 FRAME: 0343

Form 632
(Revised 05/11)

Return in duplicate to:
Secretary of State
P.O. Box 13697
Austin, TX 78711-3697
512 463-5555
FAX: 512 463-5709

Filing Fee: See instructions



This space reserved for office use.

**Certificate of Conversion
of a
Corporation Converting
to a
Limited Liability Company**

Converting Entity Information

The name of the converting corporation is:

PeopleAnswers, Inc.

The jurisdiction of formation of the corporation is: Texas

The date of formation of the corporation is: July 31, 2001

The file number, if any, issued to the corporation by the secretary of state, is: 01637613

Plan of Conversion—Alternative Statements

The corporation named above is converting to a limited liability company. The name of the limited liability company is:

PeopleAnswers, LLC

The limited liability company will be formed under the laws of: _____

The plan of conversion is attached.

If the plan of conversion is not attached, the following statements must be completed.

Instead of attaching the plan of conversion, the corporation certifies to the following statements:

A signed plan of conversion is on file at the principal place of business of the corporation, the converting entity. The address of the principal place of business of the corporation is:

14185 Dallas Parkway, Suite 550 Dallas TX 75254-4332
Street or Mailing Address *City* *State* *Country* *Zip Code*

A signed plan of conversion will be on file after the conversion at the principal place of business of the limited liability company, the converted entity. The address of the principal place of business of the limited liability company is:

14185 Dallas Parkway, Suite 550 Dallas TX 75254-4332
Street or Mailing Address *City* *State* *Country* *Zip Code*

A copy of the plan of conversion will be furnished on written request without cost by the converting entity before the conversion or by the converted entity after the conversion to any owner or member of the converting or converted entity.

Certificate of Formation for the Converted Entity

The converted entity is a Texas limited liability company. The certificate of formation of the Texas limited liability company is attached to this certificate either as an attachment or exhibit to the plan of conversion, or as an attachment or exhibit to this certificate of conversion if the plan has not been attached to the certificate of conversion.

Approval of the Plan of Conversion

The plan of conversion has been approved as required by the laws of the jurisdiction of formation and the governing documents of the converting entity.

Effectiveness of Filing (Select either A, B, or C)

- A. This document becomes effective when the document is accepted and filed by the secretary of state.
 - B. This document becomes effective at a later date, which is not more than ninety (90) days from the date of signing. The delayed effective date is: _____
 - C. This document takes effect upon the occurrence of the future event or fact, other than the passage of time. The 90th day after the date of signing is: _____
- The following event or fact will cause the document to take effect in the manner described below:
- _____
- _____

Tax Certificate

- Attached hereto is a certificate from the comptroller of public accounts that all taxes under title 2, Tax Code, have been paid by the corporation.
- In lieu of providing the tax certificate, the limited liability company as the converted entity is liable for the payment of any franchise taxes.

Execution

The undersigned signs this document subject to the penalties imposed by law for the submission of a materially false or fraudulent instrument.

Date: January 3, 2014



Gabriel P. Goncalves, Chief Executive Officer
Signature and title of authorized person on behalf of the converting entity