

TRADEMARK ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

ETAS ID: TM452774

SUBMISSION TYPE:	NEW ASSIGNMENT		
NATURE OF CONVEYANCE:	RELEASE OF SECURITY INTEREST		
CONVEYING PARTY DATA			
Name	Formerly	Execution Date	Entity Type
Silicon Valley Bank		11/06/2017	Corporation: CALIFORNIA
RECEIVING PARTY DATA			
Name:	Bigby, Havis & Associates, Inc.		
Street Address:	12750 Merit Dr., Ste. 300		
City:	Dallas		
State/Country:	TEXAS		
Postal Code:	75251		
Entity Type:	Corporation: TEXAS		
PROPERTY NUMBERS Total: 3			
Property Type	Number	Word Mark	
Serial Number:	77480558	SALESMAX	
Serial Number:	76297633	CAREERWAY.COM	
Serial Number:	76359142	ASSESS	
CORRESPONDENCE DATA			
Fax Number:	8586385130		
<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:	619-699-2700		
Email:	susan.reynholds@dlapiper.com		
Correspondent Name:	DLA Piper LLP (US)		
Address Line 1:	401 B Street, Suite 1700		
Address Line 2:	Attention: Susan Reynholds		
Address Line 4:	San Diego, CALIFORNIA 92101		
NAME OF SUBMITTER:	Matt Schwartz		
SIGNATURE:	/s/ Matt Schwartz		
DATE SIGNED:	11/30/2017		
Total Attachments: 2			
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REASSIGNMENT AND RELEASE OF SECURITY INTEREST

This Reassignment and Release of Security Interest is executed as of Nov 06, 2017 by SILICON VALLEY BANK, a California corporation (the "Assignor") for the benefit of BIGBY, HAVIS & ASSOCIATES, INC., a Texas corporation (the "Assignee"), with its principal executive office located at 12750 Merit Drive, Suite 300, Dallas, Texas 75251.

RECITALS

A. WHEREAS, Assignee assigned certain interests in the intellectual property described on Exhibit A (the "IP") to Assignor pursuant to a certain Intellectual Property Security Agreement dated as of March 24, 2011 and recorded with the U.S. Patent and Trademark Office,

B. WHEREAS, Assignor wishes to release and reassign all interest that said Assignor may have in the IP,

AGREEMENT

Now, therefore, Assignor agrees that it releases its security interest in the IP and reassigns to Assignee, without warranty or recourse, all interest of Assignor in and to the IP.

ASSIGNOR:

Address:

3003 Tasman Drive
Santa Clara, CA 95054

SILICON VALLEY BANK


By: 
Name: CHRIS J. STOECKER
Title: MANAGING DIRECTOR

EXHIBIT A

Trademarks

Recorded: 4/6/2011
Reel/Frame: 4516/0001

<u>Title</u>	<u>Patent No.</u>	<u>Issue Date</u>
SALES MAX	77480558	5/21/08
CAREERWAY.COM	76297633	8/1/01
ASSESS	76359142	1/11/02

Copyrights

Recorded: 4/19/2011
Document No.: V3602D628

<u>Title</u>	<u>Registration No.</u>
American airlines flight attendant survey	TX 4-042-514
Circle K, CSP-I survey	TX 4-042-515
Circle K store manager survey	TX 4-026-882
Circle K store manager survey: another tailored selection system/ from Bigby, Havis & Lifson	TX 4-003-760
CSP-I survey	TX 4-003-761
Image pre-employment survey	TX 4-042-516
More/less questions for the as res study, 4/21/92	TX 4-042-517
SOS survey	TX 4-046-537
American airlines agent selection survey	TX 4-159-597
American Airlines flight attendant survey	TX 4-182-056
American Airlines reservation agent validation survey	TX 4-182-054
Circle K store manager survey	TX 4-182-047
Circle K store manager survey : expanded version	TX 4-182-048
County seat compatability survey	TXu 734-055
CSP-I Circle K survey	TX 4-182-052
CSP-I survey	TX 4-182-049
Emergency department physician survey	TX 4-182-050
Emergency department survey: surveys 1-2	TX 4-236-812
Images pre-employment survey	TX 4-182-055
Preliminary version of the American Airlines reservation agent pre-employment survey	TX 4-236-811
Res survey	TX 4-182-051
SOS survey	TX 4-182-053
Store manager survey	TX 4-159-598