

TRADEMARK ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

ETAS ID: TM857775

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| SUBMISSION TYPE: | RESUBMISSION | | |
| NATURE OF CONVEYANCE: | ASSIGNMENT OF THE ENTIRE INTEREST AND THE GOODWILL | | |
| RESUBMIT DOCUMENT ID: | 900817287 | | |
| CONVEYING PARTY DATA | | | |
| Name | Formerly | Execution Date | Entity Type |
| WorkPatterns Inc. | | 10/16/2023 | Corporation: DELAWARE |
| RECEIVING PARTY DATA | | | |
| Name: | Predictive Index, LLC | | |
| Street Address: | 101 Station Drive | | |
| City: | Westwood | | |
| State/Country: | MASSACHUSETTS | | |
| Postal Code: | 02090 | | |
| Entity Type: | Limited Liability Company: DELAWARE | | |
| PROPERTY NUMBERS Total: 1 | | | |
| Property Type | Number | Word Mark | |
| Serial Number: | 97693611 | CHARMA | |
| CORRESPONDENCE DATA | | | |
| Fax Number: | 6173453299 | | |
| <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: | 617 345 3000 | | |
| Email: | trademarks@burnslev.com | | |
| Correspondent Name: | Brooke A. Penrose | | |
| Address Line 1: | 125 High Street | | |
| Address Line 4: | Boston, MASSACHUSETTS 02110 | | |
| ATTORNEY DOCKET NUMBER: | 55258.00002 | | |
| NAME OF SUBMITTER: | Deborah J Peckham | | |
| SIGNATURE: | /Deborah J Peckham/ | | |
| DATE SIGNED: | 12/01/2023 | | |
| Total Attachments: 2 | | | |
| source=Confirmatory_Trademark_Assignment_Agreement Executed (Oct 16, 2023)#page1.tif | | | |
| source=Confirmatory_Trademark_Assignment_Agreement Executed (Oct 16, 2023)#page2.tif | | | |

CONFIRMATORY TRADEMARK ASSIGNMENT AGREEMENT

This CONFIRMATORY TRADEMARK ASSIGNMENT AGREEMENT ("Trademark Assignment"), effective *nunc pro tunc* as of October 16, 2023, is made by WorkPatterns Inc., a Delaware corporation ("Assignor"), and Predictive Index, LLC, a Delaware limited liability company having an address of 101 Station Drive, Westwood, Massachusetts 02090 ("Assignee"), the purchaser of certain assets of Assignor pursuant to a certain Asset Purchase Agreement, dated as of October 16, 2023 (the "Purchase Agreement").

WHEREAS, under the terms of the Purchase Agreement, Assignor has conveyed, transferred, and assigned to Assignee, among other assets, certain intellectual property of Assignor, and has agreed to execute and deliver this Trademark Assignment, for recording with the United States Patent and Trademark Office;

NOW THEREFORE, the parties agree as follows:

1. Assignment. For good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Assignor hereby irrevocably conveys, transfers, and assigns to Assignee, and Assignee hereby accepts, all of Assignor's right, title, and interest in and to the following:

(a) United States Trademark Application Serial No. **97693611** for **CHARMA** hereto and all issuances, extensions, and renewals thereof (the "Assigned Trademark"), together with the goodwill of the business connected with the use of, and symbolized by, the Assigned Trademark; provided that the transfer of such Assigned Trademark accompanies, pursuant to the Purchase Agreement, the transfer of Assignor's business, or that portion of the business to which the trademark pertains, and that business is ongoing and existing;

(b) all rights of any kind whatsoever of Assignor accruing under any of the foregoing provided by applicable law of any jurisdiction, by international treaties and conventions, and otherwise throughout the world;

(c) any and all royalties, fees, income, payments, and other proceeds now or hereafter due or payable with respect to any and all of the foregoing; and

(d) any and all claims and causes of action with respect to any of the foregoing, whether accruing before, on, or after the date hereof, including all rights to and claims for damages, restitution, and injunctive and other legal and equitable relief for past, present, and future infringement, dilution, misappropriation, violation, misuse, breach, or default, with the right but no obligation to sue for such legal and equitable relief and to collect, or otherwise recover, any such damages.

2. Recordation and Further Actions. Assignor hereby authorizes the Commissioner for Trademark in the United States Patent and Trademark Office to record and register this Trademark Assignment upon request by Assignee. Following the date hereof Assignor shall take such steps and actions, and provide such cooperation and assistance to Assignee and its successors, assigns, and legal representatives, including the execution and delivery of any affidavits, declarations, oaths, exhibits, assignments, powers of attorney, or other documents, as may be necessary to effect, evidence, or perfect the assignment of the Assigned Trademark to Assignee, or any assignee or successor thereto.

3. Terms of the Asset Purchase Agreement. The parties hereto acknowledge and agree that this Trademark Assignment is entered into pursuant to the Purchase Agreement, to which reference is made for a further statement of the rights and obligations of Assignor and Assignee with respect to the Assigned Trademark. The representations, warranties, covenants, agreements, and indemnities contained in the Purchase Agreement shall not be superseded hereby but shall remain in full force and effect to the full extent provided therein. In the event of any conflict or inconsistency between the terms of the Purchase Agreement and the terms hereof, the terms of the Purchase Agreement shall govern.

4. Counterparts. This Trademark Assignment may be executed in counterparts, each of which shall be deemed an original, but all of which together shall be deemed one and the same agreement. A signed copy of this Trademark Assignment delivered by facsimile, e-mail, or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Trademark Assignment.

5. Successors and Assigns. This Trademark Assignment shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns.

WHEREFORE, the parties have executed this Trademark Assignment as of the date of last signature indicated below.

WorkPatterns Inc.

DocuSigned by:

By: _____

Adam Berke
201504544004134...

Name: Adam Berke

Title: CEO

Predictive Index, LLC

DocuSigned by:

By: _____

John McGuinness
4DA07134FD924D5...

Name: John McGuinness

Title: Chief Financial Officer