

EXHIBIT A

Scout English

Meaning of **scout** in English

scout

noun [C]

UK /skaʊt/ US /skaʊt/

scout *noun* [C] (SOLDIER)

a person, especially a soldier, sent out to get information about where the enemy are and what they are doing

– Thesaurus: synonyms and related words

International relations: spying and espionage

[agent](#)[agent provocateur](#)[counter-espionage](#)[counterintelligence](#)[insider](#)[intel](#)[intelligence](#)[MI5](#)[MI6](#)[operative](#)[shadow](#)[sleuthing](#)[snoop](#)[spook](#)

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[spy on sb/sth](#)

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You can also find related words, phrases, and synonyms in the topics:

[Soldiers & people who fight in wars](#)

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scout *noun* [C] (SEARCH)



a person employed to look for people with particular skills, especially in sport or entertainment:

- a *talent/modelling scout*
- *Manchester United's chief scout spotted him when he was playing for his school team.*

▶ **a scout around** [S] informal (UK also **a scout round**)



a quick look around a place or area, especially in order to find something:

- *I had a quick scout around the house to check everything was okay.*

+ **Thesaurus: synonyms and related words**



scout

verb [I or T, usually + adv/prep]

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UK  /skaut/ . US  /skaut/

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to **scout**  English
to go to look in various places for something you want:



- He's scouting **about/around for** somewhere better to live.
- She's visiting Connecticut to scout **out** (= discover information about) the east coast housing market.

Synonym

reconnoitre specializedUK

+ Thesaurus: synonyms and related words

Scout

noun [C]

UK  /skaʊt/ US  /skaʊt/

▶ the Scouts [plural] UK (US the Boy/Girl Scouts)

an international organization that encourages young people of all ages to take part in activities outside and to become responsible and independent

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a boy or girl who is a member of the Scouts:

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- *a group of Scouts*
- *a new Scout leader/troop*

+ Thesaurus: synonyms and related words

Idiom

Scout's honour

(Definition of **scout** from the [Cambridge Advanced Learner's Dictionary & Thesaurus](#) © Cambridge University Press)

scout | AMERICAN DICTIONARY

scout

noun [C]

US  /skaʊt/

scout *noun* [C] (BOY/GIRL)



a Boy Scout or Girl Scout

scout *noun* [C] (PERSON WHO SEARCHES)



someone whose job is to look for people with particular skills, esp. in sports or entertainment



A scout is also a person, esp. a soldier, sent out to get information about the enemy.



scout

verb [I/T]

US  /skaʊt/

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to go to look in various places for something you want or to check for possible danger:

- [1] *Retired folks were scouting for homes in Florida.*
- [1] *When not traveling worldwide to scout out ideas, they visit with their daughter Sarah.*

In sports, to scout is to have the job of trying to find young players with the ability to play the sport well:

- [1] *I scouted for the Angels baseball team for about 15 years.*

(Definition of **scout** from the [Cambridge Academic Content Dictionary](#) © Cambridge University Press)

EXAMPLES of **scout**

scout

It may be that scouting was politically important for symbolic reasons or because it was unusual in its universalist (but gender-exclusive) laws.

From [Cambridge English Corpus](#)

Only two cases occurred in the older age group and these were both venture scouts.

From [Cambridge English Corpus](#)

These examples are from the Cambridge English Corpus and from sources on the web. Any opinions in the examples do not represent the opinion of the Cambridge Dictionary editors or of Cambridge University Press or its licensors.

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Scout  EnglishTranslations of **scout**in Spanish [explorador, -ora, cazatalentos...](#)[See more](#)

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More meanings of Scout

— All

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[Boy Scout](#) noun, at [Boy Scouts](#)

[Boy Scout](#)

[Cub Scout](#) noun, at [Cub Scouts](#)

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[scout team](#) BETA
[Scout English](#)
[Scout leader](#)



[talent scout](#)

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+ Idioms



WORD OF THE DAY

baby tooth

one of the teeth of young children and some other young mammals that fall out and are replaced by permanent teeth

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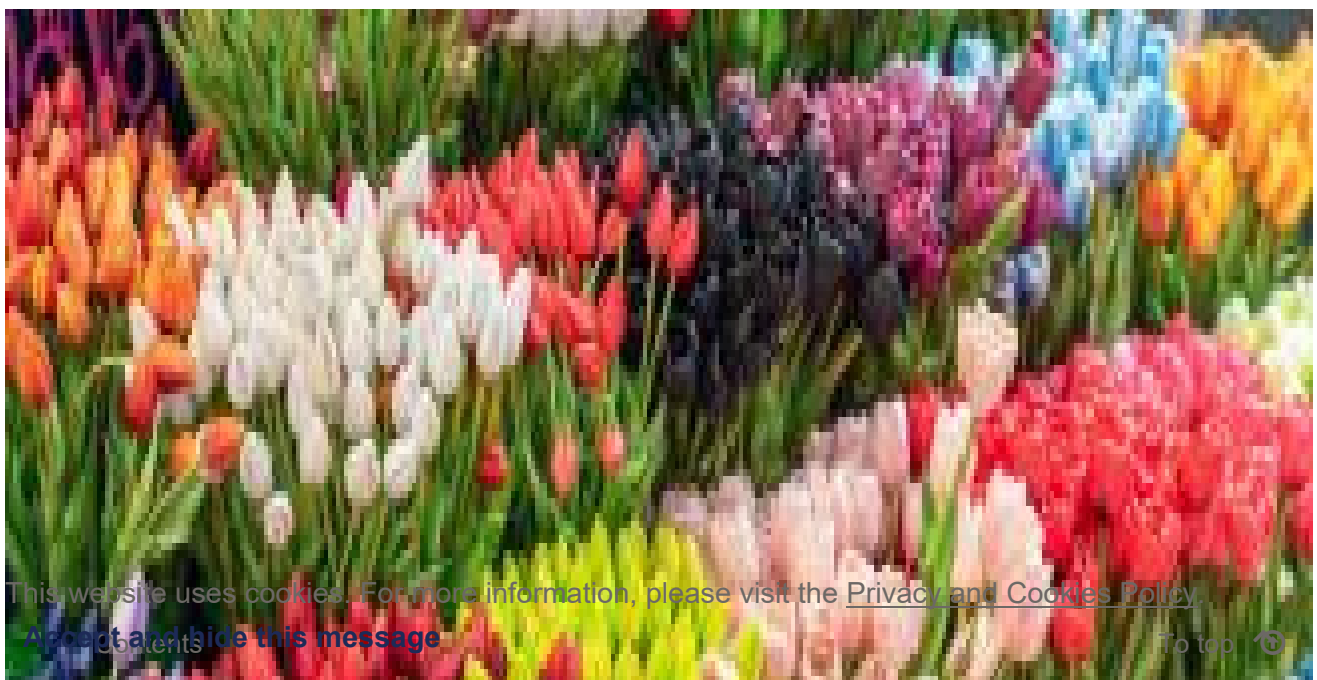


BLOG

Scorching, furious and delighted! (Extreme adjectives in English, Part 1)

March 04, 2020

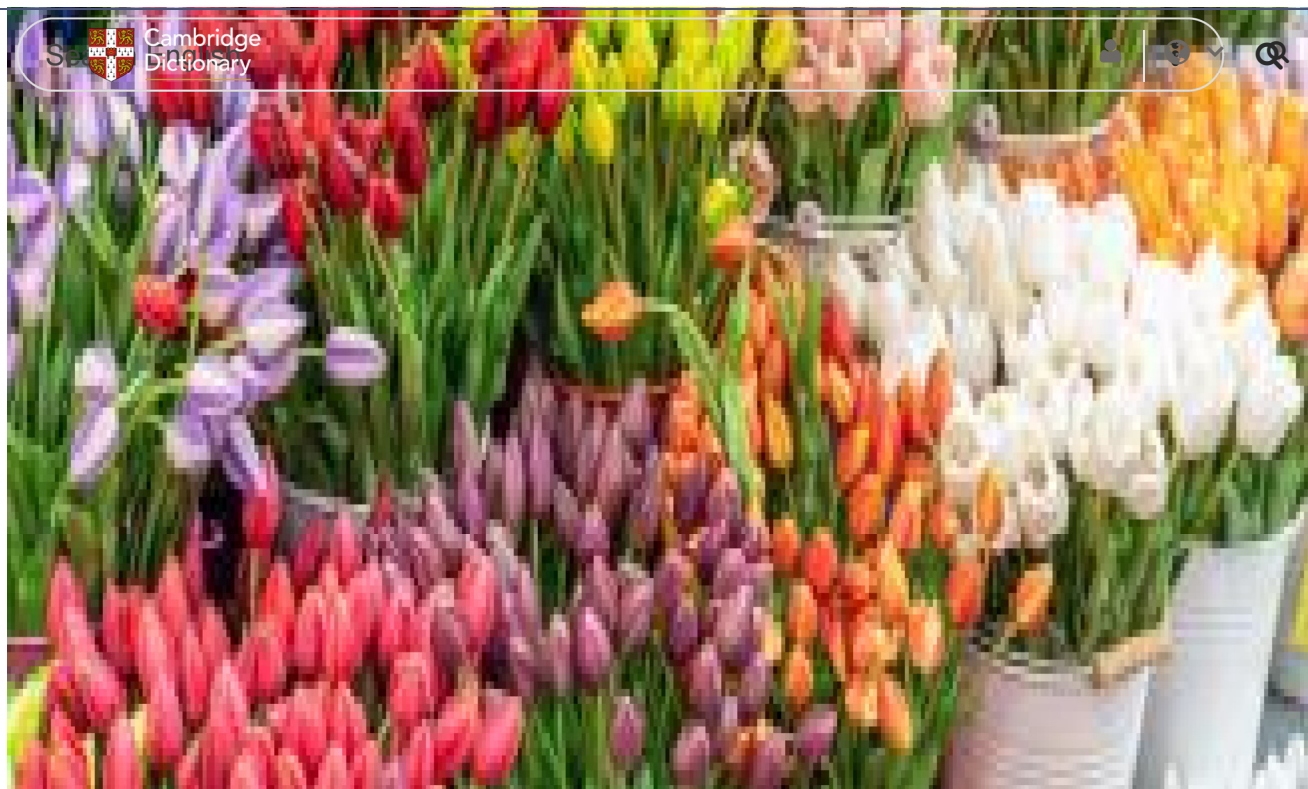
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March 02, 2020

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Scout  English    

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EXHIBIT B

United States of America

United States Patent and Trademark Office



Reg. No. 5,579,717

Registered Oct. 09, 2018

Int. Cl.: 42

Service Mark

Principal Register

Scout Exchange LLC (DELAWARE LIMITED LIABILITY COMPANY)
501 Boylston Street
Boston, MASSACHUSETTS 02116

CLASS 42: Providing online, non-downloadable software in the field of employee recruitment to enable candidates to find job openings and to enable employers to find suitable candidates for employment

FIRST USE 1-8-2013; IN COMMERCE 1-8-2013

The color(s) blue and black is/are claimed as a feature of the mark.

The mark consists of the word "SCOUT" in blue text with a design element to the right consisting of a black dog graphic.

SER. NO. 87-812,134, FILED 02-27-2018



A handwritten signature in cursive script, appearing to read "Andrei Iancu".

Director of the United States
Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.

Requirements in the First Ten Years*

What and When to File:

- **First Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. See 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.
- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

***ATTENTION MADRID PROTOCOL REGISTRANTS:** The holder of an international registration with an extension of protection to the United States under the Madrid Protocol must timely file the Declarations of Use (or Excusable Nonuse) referenced above directly with the United States Patent and Trademark Office (USPTO). The time periods for filing are based on the U.S. registration date (not the international registration date). The deadlines and grace periods for the Declarations of Use (or Excusable Nonuse) are identical to those for nationally issued registrations. See 15 U.S.C. §§1058, 1141k. However, owners of international registrations do not file renewal applications at the USPTO. Instead, the holder must file a renewal of the underlying international registration at the International Bureau of the World Intellectual Property Organization, under Article 7 of the Madrid Protocol, before the expiration of each ten-year term of protection, calculated from the date of the international registration. See 15 U.S.C. §1141j. For more information and renewal forms for the international registration, see <http://www.wipo.int/madrid/en/>.

NOTE: Fees and requirements for maintaining registrations are subject to change. Please check the USPTO website for further information. With the exception of renewal applications for registered extensions of protection, you can file the registration maintenance documents referenced above online at <http://www.uspto.gov>.

NOTE: A courtesy e-mail reminder of USPTO maintenance filing deadlines will be sent to trademark owners/holders who authorize e-mail communication and maintain a current e-mail address with the USPTO. To ensure that e-mail is authorized and your address is current, please use the Trademark Electronic Application System (TEAS) Correspondence Address and Change of Owner Address Forms available at <http://www.uspto.gov>.

United States of America

United States Patent and Trademark Office

SCOUT

Reg. No. 5,603,187

Registered Nov. 06, 2018

Int. Cl.: 9, 42

Service Mark

Trademark

Principal Register

Premera Blue Cross (WASHINGTON non-profit corporation)
P.o. Box 327, Mail Stop 316
Seattle, WASHINGTON 981110327

CLASS 9: Text and voice enabled software that enable users to request and obtain information in the medical, health, hospital, dental, prescription drug, pharmaceutical, wellness, fitness, exercise, diet, nutrition, health insurance, health care plan and health saving account areas; text and voice enabled software that enables users to access, manage and process health, medical, hospital, pharmaceutical and prescription drug insurance applications, records, claims, benefits, accounts

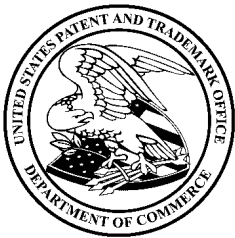
FIRST USE 2-2-2018; IN COMMERCE 2-2-2018

CLASS 42: Providing communication technology, namely, providing search platforms and voice enabled search platforms that enable users to request and obtain information in the medical, health, hospital, dental, prescription drug, pharmaceutical, wellness, fitness, exercise, diet, nutrition, health insurance, health care plan and health saving account areas; Providing a website featuring technology that enables users to access, manage and process health, medical, hospital, pharmaceutical and prescription drug insurance applications, records, claims, benefits, accounts

FIRST USE 2-2-2018; IN COMMERCE 2-2-2018

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

SER. NO. 87-750,143, FILED 01-10-2018



Andrei Iancu

Director of the United States
Patent and Trademark Office

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Requirements in the First Ten Years*

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- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America
United States Patent and Trademark Office

SCOUT

Reg. No. 4,504,571
Registered Apr. 1, 2014
Int. Cls.: 9 and 42

TRADEMARK
SERVICE MARK
PRINCIPAL REGISTER

TELENAV, INC. (DELAWARE CORPORATION)
950 DE GUIGNE DRIVE
SUNNYVALE, CA 94085

FOR: COMPUTER SOFTWARE FOR ACTIVATING AND MANAGING VOICE RECOGNITION AND VOICE CONTROLS; COMPUTER SOFTWARE USED FOR THE CONTROL OF VOICE-CONTROLLED INFORMATION; COMPUTER SEARCH ENGINE SOFTWARE; COMPUTER SOFTWARE FOR USE IN ENABLING USERS TO SEARCH FOR AND FIND NEWS, POINT-OF-INTEREST INFORMATION AND EVENTS BY NAME, DATE/TIME, CATEGORY, SCHEDULE, PRICE, RATINGS, REVIEWS AND RECOMMENDATIONS, IN CLASS 9 (U.S. CLS. 21, 23, 26, 36 AND 38).

FIRST USE 1-9-2012; IN COMMERCE 1-9-2012.

FOR: PROVIDING TEMPORARY USE OF NONDOWNLOADABLE SOFTWARE FOR ACTIVATING AND MANAGING VOICE RECOGNITION AND VOICE CONTROLS; PROVIDING TEMPORARY USE OF NONDOWNLOADABLE SOFTWARE FOR USE IN THE CONTROL OF VOICE-CONTROLLED INFORMATION; PROVIDING TEMPORARY USE OF NONDOWNLOADABLE SOFTWARE FOR USE IN ENABLING USERS TO SEARCH FOR AND FIND NEWS, POINT-OF-INTEREST INFORMATION AND EVENTS BY NAME, DATE/TIME, CATEGORY, SCHEDULE, PRICE, RATINGS, REVIEWS AND RECOMMENDATIONS, IN CLASS 42 (U.S. CLS. 100 AND 101).

FIRST USE 1-9-2012; IN COMMERCE 1-9-2012.

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OWNER OF U.S. REG. NO. 4,299,132.

SER. NO. 86-002,443, FILED 7-3-2013.

TINA MAI, EXAMINING ATTORNEY



Michelle K. Lee
Deputy Director of the United States
Patent and Trademark Office

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What and When to File:

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Second Filing Deadline: You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between the 9th and 10th years after the registration date.*
See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

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**The United States Patent and Trademark Office (USPTO) will NOT send you any future notice or
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***ATTENTION MADRID PROTOCOL REGISTRANTS:** The holder of an international registration with an extension of protection to the United States under the Madrid Protocol must timely file the Declarations of Use (or Excusable Nonuse) referenced above directly with the USPTO. The time periods for filing are based on the U.S. registration date (not the international registration date). The deadlines and grace periods for the Declarations of Use (or Excusable Nonuse) are identical to those for nationally issued registrations. *See* 15 U.S.C. §§1058, 1141k. However, owners of international registrations do not file renewal applications at the USPTO. Instead, the holder must file a renewal of the underlying international registration at the International Bureau of the World Intellectual Property Organization, under Article 7 of the Madrid Protocol, before the expiration of each ten-year term of protection, calculated from the date of the international registration. *See* 15 U.S.C. §1141j. For more information and renewal forms for the international registration, see <http://www.wipo.int/madrid/en/>.

NOTE: Fees and requirements for maintaining registrations are subject to change. Please check the USPTO website for further information. With the exception of renewal applications for registered extensions of protection, you can file the registration maintenance documents referenced above online at <http://www.uspto.gov>.

Int. Cl.: 9

Prior U.S. Cls.: 21, 23, 26, 36, and 38

Reg. No. 3,262,256

United States Patent and Trademark Office

Registered July 10, 2007

**TRADEMARK
PRINCIPAL REGISTER**

SCOUT

EMERSON ELECTRIC CO. (MISSOURI CORPORATION)
8000 WEST FLORISSANT AVENUE
ST. LOUIS, MO 63136

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FOR: ELECTRONIC DEVICES FOR LOCATING UNDERGROUND OR HIDDEN PIPES AND LINES, IN CLASS 9 (U.S. CLS. 21, 23, 26, 36 AND 38).

SN 78-546,661, FILED 1-12-2005.

FIRST USE 11-30-2004; IN COMMERCE 11-30-2004.

KRISTIN DAHLING, EXAMINING ATTORNEY

Int. Cls.: 35 and 42

Prior U.S. Cls.: 100, 101, and 102

United States Patent and Trademark Office

Reg. No. 3,299,371

Registered Sep. 25, 2007

**SERVICE MARK
PRINCIPAL REGISTER**

SCOUT

THE BUXTON COMPANY (TEXAS CORPORATION)

2651 SOUTH POLARIS DRIVE

FORT WORTH, TX 761374479

FOR: DATABASE MANAGEMENT, COLLATING AND ORGANIZING INFORMATION TO HELP COMPANIES AND INDIVIDUALS DETERMINE LOCATIONS FOR THEIR BUSINESSES , IN CLASS 35 (U.S. CLS. 100, 101 AND 102).

FIRST USE 5-24-2004; IN COMMERCE 5-24-2004.

FOR: MAPPING, IN CLASS 42 (U.S. CLS. 100 AND 101).

FIRST USE 5-24-2004; IN COMMERCE 5-24-2004.

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SN 78-726,224, FILED 10-4-2005.

APRIL ROACH, EXAMINING ATTORNEY

EXHIBIT C

United States of America

United States Patent and Trademark Office

RECRUITABLE

Reg. No. 4,259,232

THELADDERS.COM, INC. (DELAWARE CORPORATION)

Registered Dec. 11, 2012

137 VARICK STREET, 8TH FLOOR
NEW YORK, NY 10013

Int. Cl.: 9

FOR: COMPUTER APPLICATION SOFTWARE FOR MOBILE PHONES, NAMELY, SOFTWARE FOR HELPING RECRUITERS FIND QUALIFIED CANDIDATES FOR JOBS BY SEARCHING CANDIDATE INFORMATION, IN CLASS 9 (U.S. CLS. 21, 23, 26, 36 AND 38).

TRADEMARK

FIRST USE 3-29-2012; IN COMMERCE 3-29-2012.

PRINCIPAL REGISTER

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SN 85-562,921, FILED 3-7-2012.

EUGENIA MARTIN, EXAMINING ATTORNEY



David J. Kyffers

Director of the United States Patent and Trademark Office

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Second Filing Deadline: You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between the 9th and 10th years after the registration date.*
See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*
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United States of America

United States Patent and Trademark Office

IDEAL HIRES

Reg. No. 5,842,657

Registered Aug. 27, 2019

Int. Cl.: 35, 42

Service Mark

Principal Register

Building 2 Holding Co. LLC (DELAWARE LIMITED LIABILITY COMPANY)
595 New Loudon Rd, Box 203
Latham, NEW YORK 12110

CLASS 35: Providing an online searchable database of employment opportunities and information about employment; providing an online resume database featuring information relating to job seekers and prospective employees; employment recruiting and staffing services; temporary and permanent employment placement services

FIRST USE 8-7-2018; IN COMMERCE 8-7-2018

CLASS 42: Providing software as a service (SaaS) that enables users to post and search jobs and employment opportunities, to receive notices about applications and opportunities, to post and search resumes, and to apply for jobs, that enables employers to search for candidates who best meet their job vacancy criteria by searching and filtering resumes and applications, and that locates and posts job and employment opportunities from other web resources; providing a website featuring technology that enables users to post and search jobs and employment opportunities, to receive notices about applications and opportunities, to post and search resumes, and to apply for jobs, that enables employers to search for candidates who best meet their job vacancy criteria by searching and filtering resumes and applications, and that locates and posts job and employment opportunities from other web resources

FIRST USE 8-9-2018; IN COMMERCE 8-9-2018

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No claim is made to the exclusive right to use the following apart from the mark as shown: "HIRES"

SER. NO. 88-074,063, FILED 08-10-2018



Andrei Iancu

Director of the United States
Patent and Trademark Office

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NOTE: Fees and requirements for maintaining registrations are subject to change. Please check the USPTO website for further information. With the exception of renewal applications for registered extensions of protection, you can file the registration maintenance documents referenced above online at <http://www.uspto.gov>.

NOTE: A courtesy e-mail reminder of USPTO maintenance filing deadlines will be sent to trademark owners/holders who authorize e-mail communication and maintain a current e-mail address with the USPTO. To ensure that e-mail is authorized and your address is current, please use the Trademark Electronic Application System (TEAS) Correspondence Address and Change of Owner Address Forms available at <http://www.uspto.gov>.

United States of America
United States Patent and Trademark Office

RightJobNow

Reg. No. 4,909,632

MERRYFOOLS, LLC (VIRGINIA LIMITED LIABILITY COMPANY), DBA MERRYFOOLS,
P.O. BOX 73612

Registered Mar. 1, 2016

RICHMOND, VA 23235

Int. Cl.: 42

FOR: COMPUTER SOFTWARE DEVELOPMENT IN THE FIELD OF MOBILE APPLICATIONS;
DEVELOPING CUSTOMIZED SOFTWARE IN THE FIELD OF ALLOWING PROSPECTIVE
JOB CANDIDATES TO FIND AND APPLY FOR JOBS, AND FOR USE IN CONNECTION
WITH JOB CANDIDATE SOURCING, RECRUITING, HIRING, PLACEMENT, AND RELATED
STAFFING SERVICES FOR OTHERS; PROVIDING A WEB SITE FEATURING TEMPORARY
USE OF NON-DOWNLOADABLE SOFTWARE FOR ALLOWING PROSPECTIVE JOB
CANDIDATES TO FIND AND APPLY FOR JOBS, AND FOR USE IN CONNECTION WITH
JOB CANDIDATE SOURCING, RECRUITING, HIRING, PLACEMENT, AND RELATED
STAFFING SERVICES, IN CLASS 42 (U.S. CLS. 100 AND 101).

SERVICE MARK

PRINCIPAL REGISTER

FIRST USE 11-1-2014; IN COMMERCE 11-1-2014.

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PAR-
TICULAR FONT, STYLE, SIZE, OR COLOR.

SN 86-409,775, FILED 9-30-2014.

BILL DAWE, EXAMINING ATTORNEY



Michelle K. Lee

Director of the United States
Patent and Trademark Office

**REQUIREMENTS TO MAINTAIN YOUR FEDERAL
TRADEMARK REGISTRATION**

**WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE
DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.**

Requirements in the First Ten Years*

What and When to File:

First Filing Deadline: You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. *See* 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.

Second Filing Deadline: You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between the 9th and 10th years after the registration date.*
See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

***ATTENTION MADRID PROTOCOL REGISTRANTS:** The holder of an international registration with an extension of protection to the United States under the Madrid Protocol must timely file the Declarations of Use (or Excusable Nonuse) referenced above directly with the United States Patent and Trademark Office (USPTO). The time periods for filing are based on the U.S. registration date (not the international registration date). The deadlines and grace periods for the Declarations of Use (or Excusable Nonuse) are identical to those for nationally issued registrations. *See* 15 U.S.C. §§1058, 1141k. However, owners of international registrations do not file renewal applications at the USPTO. Instead, the holder must file a renewal of the underlying international registration at the International Bureau of the World Intellectual Property Organization, under Article 7 of the Madrid Protocol, before the expiration of each ten-year term of protection, calculated from the date of the international registration. *See* 15 U.S.C. §1141j. For more information and renewal forms for the international registration, see <http://www.wipo.int/madrid/en/>.

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United States of America

United States Patent and Trademark Office

SeekOut

Reg. No. 5,919,018

Registered Nov. 26, 2019

Int. Cl.: 42

Service Mark

Principal Register

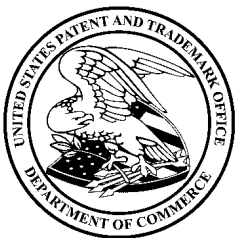
Zipstorm Inc (WASHINGTON CORPORATION), TA SeekOut
Wework (seekout)
800 Bellevue Way
Bellevue, WASHINGTON 98004

CLASS 42: Software as a service (SAAS) services, namely, hosting software for use by others for use as a product for maintaining a searchable database of job candidates to provide employers a competitive edge in enabling them to recruit hard to find and diverse talent needed to achieve their goals

FIRST USE 8-25-2017; IN COMMERCE 8-25-2017

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

SER. NO. 88-395,702, FILED 04-22-2019



Andrei Iancu

Director of the United States
Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.

Requirements in the First Ten Years*

What and When to File:

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- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

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United States of America

United States Patent and Trademark Office



Recruit

Reg. No. 5,271,696

Registered Aug. 22, 2017

Int. Cl.: 9, 35, 42

Service Mark

Trademark

Principal Register

Recruit, Inc. (FLORIDA CORPORATION)
Suite C6
8240 Exchange Drive
Orlando, FL 32809

CLASS 9: Downloadable computer software application for accessing an online multi-media platform to assist job seekers in their search for jobs by allowing job seekers to create and manage their profiles, to search for and apply for jobs, to record and upload media to an online multi-media platform, and to assist employers to receive applications for employment by searching candidate profiles and facilitating the transmission of job applications from interested candidates

FIRST USE 1-1-2017; IN COMMERCE 1-1-2017

CLASS 35: Providing a website in the field of employment opportunities and career placement which offers the exchange of information about candidate profiles, employer profiles and job listings; providing a website featuring job listings and candidate profiles to assist employers to find suitable job candidates

FIRST USE 10-1-2016; IN COMMERCE 10-1-2016

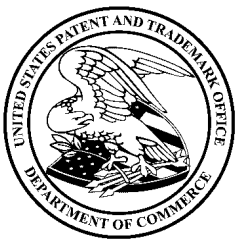
CLASS 42: Providing temporary use of on-line non-downloadable software for accessing an online multi-media platform to assist job seekers in their search for jobs by allowing job seekers to create and manage their profiles, to search for and apply for jobs, to record and upload media to an online multi-media platform, and to assist employers to receive applications for employment by searching candidate profiles and facilitating the transmission of job applications from interested candidates

FIRST USE 1-1-2017; IN COMMERCE 1-1-2017

The mark consists of the word "RECRUIT" with the initial "R" in upper case and the remaining letters in lower case appearing below a greater-than symbol encapsulating the stylized lettering "I A M".

No claim is made to the exclusive right to use the following apart from the mark as shown: "RECRUIT"

SER. NO. 86-664,294, FILED 06-16-2015
ALEX S KEAM, EXAMINING ATTORNEY



Joseph Matol

Performing the Functions and Duties of the
Under Secretary of Commerce for
Intellectual Property and Director of the
United States Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.

Requirements in the First Ten Years*

What and When to File:

- **First Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. See 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.
- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America

United States Patent and Trademark Office

UPWORK

Reg. No. 5,237,481

Registered Jul. 04, 2017

Int. Cl.: 9, 35, 36, 38, 41, 42

Service Mark

Trademark

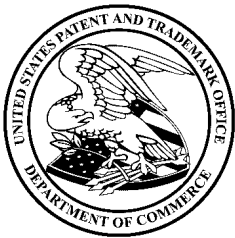
Principal Register

UPWORK INC. (DELAWARE CORPORATION)
441 LOGUE AVENUE
MOUNTAIN VIEW, CA 94043

CLASS 9: Computer application software for computers and mobile devices, namely, software for use in database management, electronic storage of data and electronic communication, namely, transmission of emails and instant electronic messages in the field of professional services, business engagement, work opportunities, business and worker profiles, engagement of freelance and other workers, worker skills assessment and evaluation, collaboration technologies and techniques, performing services via the internet, and marketing of services; computer programs for creating searchable databases of information and data; downloadable software for communication between users, namely, transmission of emails and instant electronic messages, and for accessing documents, emails, videos, data, and files in the field of professional services, business engagement, work opportunities, business and worker profiles, freelance worker skills assessment and evaluation, collaboration technologies and techniques that allows users to exchange, store and view interpersonal communications and to share and collaborate on files and work products in real time or asynchronously, online business services, and marketing of services; computer software for use in matching skill sets and capabilities of workers with project requirements; computer software for monitoring workers, namely, software for tracking, monitoring and recording the activities and activity level of remote and online workers; computer software that enables communication and exchange of information among members of an online work team; computer software for creating a virtual office for collaborative online work by multiple parties; downloadable software for communication between users, namely, transmission of emails and instant electronic messages, and for accessing documents, emails, videos, data, and files in the field of professional services, business engagement, work opportunities, business and worker profiles, freelance worker skills assessment and evaluation, online business services, worker collaboration, and marketing of services; computer software for the transmission of email and instant electronic messages between users and with project vendors; computer software for online project management, and for monitoring, creating and maintaining records of work performed; computer software, namely, software for planning, scheduling, controlling, monitoring and providing details regarding freelance work projects; project management software; software for tracking of time, tasks, expenses and other project management data and for the creation of work diaries, time sheets, invoices, expense reports and project management reports; downloadable electronic publications, namely, reports, magazines, e-zines, newsletters, journals, white papers and supplements on topics of professional interest, all in the fields of business, jobs, computer software and hardware, recruiting and employment, and personal and career development; mobile application software for project management

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

CLASS 35: Employment recruiting, placement, staffing, and career networking services;



Joseph Matol

Performing the Functions and Duties of the
Under Secretary of Commerce for
Intellectual Property and Director of the
United States Patent and Trademark Office

providing an online searchable database featuring job postings, employment opportunities and resumes; providing online employment information; consulting services in the field of human resources and management of freelance and remote workers; administration, management, implementation and coordination of human resources; business services, namely, assisting individuals and entities offering work opportunities to engage in business management of freelance workers and work assignments using remote communication or from a remote location by monitoring the scope and status of such work and tracking the performance of such work; business management of human resources, workers and work outsourcing; providing an online website and computer database featuring information in the field of online staffing, monitoring workers, namely, tracking status of work performed and billed and fulfillment of projects by workers, and financial compensation and methods for retaining workers; business services, namely, providing freelance employment information and a database of jobs and work opportunities for freelance workers; providing an online portal for submitting and posting of resumes by professionals and posting of work opportunities by individuals and companies; providing job placement services and career information services to job applicants and freelance workers; business services, namely, providing a website featuring an online database for workers seeking work and individuals and companies seeking the services of workers, and performing analysis to match the background, skills and capabilities of workers with the needs of those seeking the services of such workers; advertising the goods and services of others via a web site on a global computer network; providing business consultation and business information, namely, tracking, analyzing and generating reports for others regarding the operation, use and users of an online marketplace; providing a website featuring recommendations, ratings and reviews posted by freelance workers and freelance work vendors regarding freelance work projects and the capabilities and performance of freelance workers; providing information in the field of human resources for others, namely, providing information to enable freelance workers to complete time sheets, invoices for pay reports; contract management, namely, administering contracts for others; contracting services, namely, assisting with the formation and management of contracts with freelance workers; collecting, analyzing and reporting feedback, reviews and information regarding performance of workers and project vendors; business consultation regarding compliance with regulations; providing a website featuring ratings, reviews and recommendations regarding the skills and capabilities of freelance workers

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

CLASS 36: Providing bill payment and tracking services; financial information processing; financial transaction services, namely, providing secure commercial transactions and payment options; payment processing services for others, namely, invoicing, escrow and payment verification services; bill payment services, namely, arranging for and managing the payment of workers for contract services; on-line escrow service for facilitating the payment for services

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

CLASS 38: Electronic transmission of software, messages and data via the Internet; electronic storage of messages, data and software via the Internet; providing on-line chat rooms for transmission of messages among computer users; telecommunications services, namely, providing online chat, online bulletin boards and online message boards featuring topics of general interest in the field of business; network conferencing services provided on a website on a global computer network to enable buyers and sellers of professional services to negotiate and collaborate on business projects from any location; wireless communications services, namely, delivery of messages by electronic transmission via mobile and handheld devices

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

CLASS 41: Computer services, namely, providing online publications, namely, reports, magazines, e-zines, newsletters, journals, white papers and supplements, and summaries thereof, on topics of professional interest, all in the fields of business, jobs, staffing, personal development and career development, computer software and hardware, recruiting and employment, and personal and career development; educational and informational services, namely, arranging and conducting educational conferences, seminars, tutorials and workshops

in the field of rendering and obtaining services on a freelance or outsourced basis; providing a website featuring a database in the field of business training and employment training; providing a website featuring a database in the field of business training and featuring skills assessment tests for freelance workers and information regarding best practices in retaining freelance workers and regarding the rendering of freelance worker services

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

CLASS 42: Application service provider (ASP), namely, hosting computer software applications of others; software as a service (SaaS) services featuring software for use in database management, electronic storage of data and electronic communication, for use in matching skill sets and capabilities of workers with project requirements, for creating searchable databases of information and data, and for monitoring workers, namely, software for tracking, monitoring and recording the activities and activity level of remote and online workers; software as a service (SaaS) services featuring software to open and display documents, emails, videos, data, and files in the field of work opportunities, business and worker profiles, engagement of freelance and other workers, worker skills assessment and evaluation, collaboration technologies and techniques, billing and payment solutions, and marketing services, and for monitoring, creating and maintaining records of work performed, and for enabling workers to exchange, store and view interpersonal communications and to share and collaborate on files and work products in real time and asynchronously; software as a service (SaaS) services for the transmission of email and instant electronic messages between users and with project vendors; software as a service (SaaS) services featuring software that enables communication and sharing of resources among members of an online work team, and for tracking of time, tasks, expenses and other project management data and for the creation of work diaries, time sheets, invoices, expense reports and project management reports; computer services, namely, providing non-downloadable computer software for others to exchange, store, and view real time and asynchronous interpersonal communications and to share and collaborate on files and work product in real time and asynchronously, and for exchange of information featuring job postings, work opportunities and business and worker profiles, and between freelance workers and companies offering work opportunities; computer services, namely, consultation, design and development of computer software programs for use by others; support services, namely, software maintenance, help desk services, computer and user directory services, namely, providing online trade and business directory in the field of freelance work and freelance workers; providing temporary use of online non-downloadable software used to define the scope of, schedule, track and fulfill professional service projects, and to identify, source, negotiate and collaborate with, evaluate and provide feedback on vendors of professional services projects; providing temporary use of non-downloadable computer software for the transmission, storage and sharing of data and information; computer services, namely, providing online non-downloadable software that allows users to store data electronically; providing a secure electronic online system featuring technology which allows users to share documents and send and receive electronic mail and instant electronic messages, and engage in business and professional networking via global communication networks; providing temporary use of non-downloadable software for use in matching skill sets and capabilities of workers with project requirements; providing a website featuring temporary use of non-downloadable software enabling users to search and locate workers and work opportunities; non-downloadable software for tracking of time, tasks, expenses and other project management data and for the creation of work diaries, time sheets, invoices, expense reports and project management reports; providing online non-downloadable software for users of an online marketplace to evaluate and provide feedback regarding parties they have interacted with via an online marketplace; providing temporary use of non-downloadable software for the on-line validation of time sheets, on-line budget reporting, on-line access to performance data, and providing an on-line customer feedback system and customized management reports

FIRST USE 5-5-2015; IN COMMERCE 5-5-2015

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

PRIORITY CLAIMED UNDER SEC. 44(D) ON ICELAND APPLICATION NO. 2303/2014, FILED 08-26-2014, REG. NO. 426/2015, DATED 05-29-2015, EXPIRES

05-29-2025

SER. NO. 86-543,527, FILED 02-23-2015
EDWARD JOHN FENNESSY, EXAMINING ATTORNEY

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

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Requirements in the First Ten Years*

What and When to File:

- **First Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. See 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.
- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America

United States Patent and Trademark Office

StaffPond

Reg. No. 5,407,887

Khaef, Amin (UNITED STATES INDIVIDUAL)
1159 Miramar

Registered Feb. 20, 2018

Laguna Beach, CALIFORNIA 92651

Int. Cl.: 42

CLASS 42: Providing a website featuring technology that enables users to recruit employees, find jobs, test for job fit, track job applications, list classified ads, create online resumes and CVs

Service Mark

FIRST USE 10-15-2015; IN COMMERCE 10-15-2015

Principal Register

The mark consists of the wording staff pond with a Lilly pad flower next to it.

No claim is made to the exclusive right to use the following apart from the mark as shown:
"STAFF"

SER. NO. 86-625,695, FILED 05-11-2015



Andrei Iancu

Director of the United States
Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

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Requirements in the First Ten Years*

What and When to File:

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- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America

United States Patent and Trademark Office

ATTRACT ENGINE

Reg. No. 5,925,073

Registered Dec. 03, 2019

Int. Cl.: 42

Service Mark

Principal Register

Talroo, Inc. (DELAWARE CORPORATION)
Building 2, Suite 100
6433 Champion Grandview Way
Austin, TEXAS 78750

CLASS 42: Computer services, namely, providing a search engine that utilizes machine learning to automate and optimize employment searches; providing technology, namely, a website featuring a search engine for obtaining job listings, resume postings, and other job search information to locate jobseekers for companies to attract and fill open roles by crowd sourcing

FIRST USE 4-1-2019; IN COMMERCE 4-1-2019

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

No claim is made to the exclusive right to use the following apart from the mark as shown:
"ENGINE"

SER. NO. 88-387,945, FILED 04-16-2019



Andrei Iancu

Director of the United States
Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.

Requirements in the First Ten Years*

What and When to File:

- **First Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. See 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.
- **Second Filing Deadline:** You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between the 9th and 10th years after the registration date.* See 15 U.S.C. §1059.

Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America

United States Patent and Trademark Office

FIND YOUR CALLING

Reg. No. 5,253,770

Registered Aug. 01, 2017

Int. Cl.: 35, 41, 42

Service Mark

Principal Register

Economic Modeling, LLC (DELAWARE LIMITED LIABILITY COMPANY), DBA EMSI ,
409 South Jackson Street
Moscow, ID 83843

CLASS 35: Providing a website featuring career information and job resources in the nature of interest assessments, career paths, salary data, current jobs and projected growth, job descriptions, job listings, and basic career educational requirements for use by students, graduates, and families in planning and preparing for future careers

FIRST USE 2-14-2015; IN COMMERCE 2-14-2015

CLASS 41: Providing a website featuring career counseling information and educational resources necessary to pursue career opportunities, namely, links to higher education websites for use by students, graduates, and families in preparing for future careers and postsecondary education which utilize labor market information and proprietary analytical methods to help users determine educational options and locate educational programs to meet the educational requirements of careers of interest

FIRST USE 2-14-2015; IN COMMERCE 2-14-2015

CLASS 42: Providing a website featuring resources, namely, non-downloadable software for use by students, graduates, and families in planning and preparing for future career and post-secondary education by using labor market information and proprietary analytical methods to help users determine careers of interest and related educational requirements and programs; providing a website featuring technology in the nature of an interactive tool for assessing a user's interests and matching them with careers and educational requirements and programs

FIRST USE 2-14-2015; IN COMMERCE 2-14-2015

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

SER. NO. 86-941,818, FILED 03-16-2016
CHRISTINA MAXI RIEPEL, EXAMINING ATTORNEY



Joseph Matol

Performing the Functions and Duties of the
Under Secretary of Commerce for
Intellectual Property and Director of the
United States Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.

Requirements in the First Ten Years*

What and When to File:

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Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

Grace Period Filings*

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

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United States of America

United States Patent and Trademark Office

HIREWIRE

Reg. No. 5,125,429

Registered Jan. 17, 2017

Int. Cl.: 9

Trademark

Principal Register

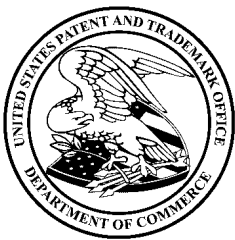
Hirewire, Inc. (DELAWARE CORPORATION)
Suite 320
3420 Piedmont Rd. NE
Atlanta, GA 30305

CLASS 9: Downloadable software for matching job-seekers with employers; mobile application software for matching job-seekers with employers; downloadable software for enabling job-seekers and employers to find each other, communicate, and perform pre-screening functions; mobile application software for enabling job-seekers and employers to find each other, communicate, and perform pre-screening functions; software for use on mobile phones, mobile devices, tablets, and PDAs that enables job-seekers to search for and select hourly wage opportunities; software for use on mobile phones, mobile devices, tablets, and PDAs that enables employers to search for and select hourly wage earners; downloadable software for matching hourly wage earners with employers in the restaurant, hospitality, and retail industries; mobile application software for matching hourly wage earners with employers in the restaurant, hospitality, and retail industries

FIRST USE 8-8-2015; IN COMMERCE 11-27-2015

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT STYLE, SIZE OR COLOR

SER. NO. 86-781,929, FILED 10-08-2015
ALEXANDER GE MANGUBAT, EXAMINING ATTORNEY



Michelle K. Lee

Director of the United States
Patent and Trademark Office

REQUIREMENTS TO MAINTAIN YOUR FEDERAL TRADEMARK REGISTRATION

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Requirements in Successive Ten-Year Periods*

What and When to File:

- You must file a Declaration of Use (or Excusable Nonuse) and an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.*

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