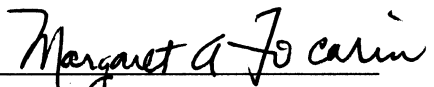


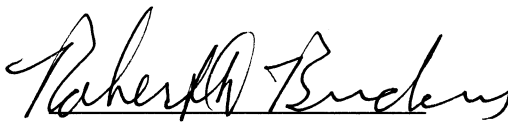
FY 2011 Clearing the Oldest Patent Applications (COPA) Awards Agreement Between
The United States Patent and Trademark Office (USPTO), and
The Patent Office Professional Association (POPA)

This agreement covers all POPA bargaining unit employees working in the Office of the Commissioner for Patents.

An employee will be eligible to receive a single award payment in the amount of Seven Hundred Dollars (\$700.00) at the end of fiscal year 2011 if at least Two Hundred Thirty Five Thousand (235,000) COPA cases have First Actions completed in FY 2011. COPA cases are those applications with a filing date on or before June 7, 2009. In addition to this group accomplishment, an individual employee must also be employed by USPTO on September 30, 2011, and achieve at least a Fully Successful overall rating for FY 2011. If an employee does not receive a rating for FY 2011 (e.g., because of his/her union representational duties), he/she may obtain eligibility by reference to his/her most recent rating of record.



Margaret A. Focarino
Deputy Commissioner for Patents
USPTO



Robert Budens
President
POPA

6/2/2011

Date

6/2/2011

Date