

**2006 AGREEMENT
USPTO TRADEMARK WORK AT HOME
GEOGRAPHIC EXPANSION PILOT PROGRAM**

This Agreement between the U.S. Patent & Trademark Office (USPTO or Management or Employer or the Office) and the National Treasury Employees Union Chapter 245 (NTEU or Union) is a supplement to the Partnership Agreement on the USPTO Trademark Work At Home Program (TWAH). It establishes the terms and conditions for a pilot expanding the geographical distance limits of the TWAH Hoteling Program. The Partnership Agreement on the USPTO Trademark Work At Home Program remains in effect except as modified by this Supplemental Agreement.

A. Selection, Eligibility, and Requirements

1. The pilot will consist of the ten most senior, eligible, approved volunteers who request to move more than 110 miles from the Carlyle campus location. Generally, such requests will not be granted until the employee has participated in the TWAH program for two full consecutive quarters and has demonstrated a proficiency in working independently in an electronic environment without substantial technical assistance.
2. An application for relocation to a worksite within the United States that exceeds 110 miles from the USPTO campus must be submitted to the TWAH Coordinator by the date set by the TWAH Working Group. The TWAH Coordinator will select pilot participants per the criteria set forth in this agreement. Applicants will be notified of their application status at the same time within two days of selection. An individual must re-locate to the requested location within 90 days of receipt of approval from the TWAH Coordinator or the applicant's request for relocation will be considered null and void and the user must re-apply for relocation. A user may re-apply for relocation to a worksite that exceeds 110 miles from the USPTO no more than twice in a single fiscal year.
3. Participants must maintain their eligibility by complying with the TWAH Hoteling Program Guidelines and new technical requirements.
4. Participants will not be approved to begin working at the new location until they have been provided a laptop and necessary equipment, have completed related training, have internet access as required, and have completed and signed a pilot program work agreement.
5. All participants must submit an application that designates the location of the new alternate worksite and specifies how the participant will meet TWAH guidelines and requirements from the new remote location. The applicant must detail explicitly how the TWAH participant will satisfy the one day a week requirement, the name, address and contact information for the local service (i.e. cable, phone

etc.) providers, and any other relevant information that demonstrates the feasibility of the user's alternate worksite. Provided the participant has met the above criteria, the participant may be approved to relocate to the new alternate worksite. The Office will endeavor to treat similarly situated individuals in a similar manner and if a request is denied, the working group will be notified.

6. Participants will complete a self-certification of the safety of their alternate worksite and update the self-certification if the designated room or location changes.
7. Pilot participants will be required to work at the official duty station to the extent necessary to meet all TWAH Program and performance requirements, to attend training, to attend meetings, and as otherwise required by management. Additional requirements regarding time and attendance and hours of duty are located in the TWAH Hoteling Program Guidelines, Section 7.

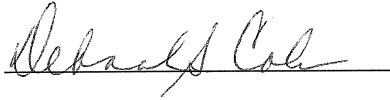
B. Technical Requirements

1. The employee will have access to high-speed broadband Internet service at the alternate worksite consistent with operational requirements.
2. Once deployed with a laptop computer, the employee will be responsible for transporting any USPTO supplied equipment to the official duty station for repair and maintenance; alternatively, the participant may ship the equipment to the official duty station if granted permission by the TWAH coordinator or designee.
3. Once deployed with VOIP business service, the employee must use their personal phone service to report outages in the event the employee's VOIP system is not working.
4. Pilot participants must participate in surveys, focus sessions and other program evaluations as requested.

C. Evaluation of the Pilot

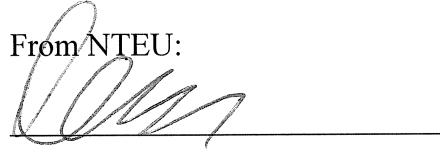
1. The TWAH Working Group will conduct an evaluation of the Pilot after six months. The Working Group may recommend modifications at any time. Based on the results of the evaluation, management, in consultation with the TWAH Working Group, may expand the pilot periodically.

From the USPTO:



Deborah S. Cohn
Deputy Commissioner for Trademark Operations
Date: 10/4/06

From NTEU:



Howard Friedman
President, NTEU, Chapter 245
Date: 10 4 06