

UNITED STATES PATENT AND TRADEMARK OFFICE

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BEFORE THE PATENT TRIAL AND APPEAL BOARD

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ALTERNATIVE LEGAL SOLUTIONS, INC., dba COMPLI, INC.,  
Petitioner,

v.

EMPLOYMENT LAW COMPLIANCE, INC.,  
Patent Owner.

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HOTLINKHR, INC. and KPA SERVICES, LLC,  
Petitioner,

v.

EMPLOYMENT LAW COMPLIANCE, INC.,  
Patent Owner.

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Cases IPR2014-00562 and IPR2015-00544<sup>1</sup>  
Patent 7,330,817 B1

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Before JENNIFER S. BISK, MICHELLE R. OSINSKI, and  
LYNNE E. PETTIGREW, *Administrative Patent Judges*.

PETTIGREW, *Administrative Patent Judge*.

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<sup>1</sup> This decision pertains to two related cases involving the same patent. We exercise our discretion to issue one decision to be entered in each case.

JUDGMENT  
Request for Adverse Judgment  
37 C.F.R. § 42.73(b)

Petitioners in these two proceedings requested *inter partes* review of certain claims of U.S. Patent No. 7,330,817 B1 (“the ’817 patent”). In IPR2014-00562, Alternative Legal Solutions, Inc., dba Compli, Inc., requested *inter partes* review of claims 1–10, 74–80, and 89–94 of the ’817 patent. IPR2014-00562, Paper 1. In IPR2015-00544, HotlinkHR, Inc. and KPA Services, LLC requested *inter partes* review of claims 1–20, 74–80, and 89–94 of the ’817 patent. IPR2015-00544, Paper 1. On October 7, 2014, we instituted an *inter partes* review of claims 1–10, 74–80, and 89–94 of the ’817 patent in IPR2014-00562. IPR2014-00562, Paper 9. We have not rendered a decision on institution in IPR2015-00544.

Patent Owner, Employment Law Compliance, Inc., filed a Request for Adverse Judgment Pursuant to 37 C.F.R. § 42.73(b)(4) in each of the two proceedings. IPR2014-00562, Paper 24; IPR2015-00544, Paper 7. Under 37 C.F.R. § 42.73(b), a party may request judgment against itself at any time during a proceeding. Actions construed to be a request for adverse judgment include abandonment of the contest. 37 C.F.R. § 42.73(b)(4). Patent Owner acknowledges that, in accordance with its requests, the Board will terminate the proceedings and cancel all challenged claims. IPR2014-00562, Paper 24, 1; IPR2015-00544, Paper 7, 1. Patent Owner further acknowledges that its actions subject it to the estoppel provisions of 37 C.F.R. § 42.73(d). IPR2014-00562, Paper 24, 1; IPR2015-00544, Paper 7, 1.

IPR2014-00562 and IPR2015-00544  
Patent 7,330,817 B1

ORDER

Accordingly, it is:

ORDERED that adverse judgment is entered against Patent Owner under 37 C.F.R. § 42.73(b) in IPR2014-00562;

FURTHER ORDERED that adverse judgment is entered against Patent Owner under 37 C.F.R. § 42.73(b) in IPR2015-00544;

FURTHER ORDERED that claims 1–20, 74–80, and 89–94 of the '817 patent are CANCELLED; and

FURTHER ORDERED that Patent Owner's Motion to Stay Co-Pending *Ex Parte* Reexamination Pursuant to 35 U.S.C. § 315(d) and 37 C.F.R. § 42.122 (IPR2014-00562, Paper 17) is *dismissed as moot*.

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