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FORM PTO-1595

(Rev. 6-93)

RECOR



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OMB No. 0651-0011 (exp. 4/94)

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To the Honorable Commissioner of Patents and Trademarks. Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):
Karl Williams, Jeff Ward, Lloyd Parker, and
Winston Watt, Inventor(s)

Additional name(s) of conveying
party(ies) attached? yes X no

12-11-98

Name and address of receiving party(ies):
Name: LOCKHEED MARTIN CORPORATION
Internal Address: _____

Street Address: 6801 Rockledge Drive

City Bethesda State MD Zip 20817
Additional name(s) & address(es) attached? Yes X No

10551 U.S. PTO
09/209211

3. Nature of Conveyance:
 X Assignment
 Security Agreement
 Merger
 Change of Name
 Other _____

Execution Date: December 9, 1998

4. Application number(s) or patent number(s):
If this document is being filed together with a new application, the execution date of the application is:
A. Patent Application No.(s) December 9, 1998 / B. Patent No.(s)

Additional numbers attached? Yes X No

09209211

12/17/1998 BUSHING 00000024 09209211
FC:581 40.00 OP

5. Name and address of party to whom correspondence
concerning document should be mailed:

Name: Arthur L. Plevy

Internal Address: Greenbaum, Rowe, Smith, Ravin, Davis &
Himmel LLP
Street Address: P. O. Box 5600

City: Woodbridge State: N.J. Zip: 07095-0988

6. Total number of applications and patents involved: 1

7. Total fee (37 CFR 3.41): ----- \$ 40.00
 X Enclosed
 Authorized to be charged to deposit account

8. Deposit account number: 50-0713

(Attach duplicate copy of this page if paying by deposit account)

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9. Statement and signature.
To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Arthur L. Plevy December 10, 1998
Name of Person Signing Signature Date

Total number of pages comprising cover sheet, attachments, and document: 2

Mail documents to be recorded with required cover sheet information to:
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PATENT
REEL: 9661 FRAME: 0705

ASSIGNMENT AND AGREEMENT

FOR VALUE RECEIVED, WE, KARL WILLIAMS, JEFF WARD, LLOYD PARKER and WINSTON WATT, hereby sell, assign and transfer to Lockheed Martin Corporation, a corporation duly organized and existing under the laws of the State of Maryland and having a place of business at 6801 Rockledge Drive, Bethesda, Maryland 20817, as assignee, and its successors assigns and legal representatives, the entire right, title and interest, for all countries in and to certain inventions relating to IMPROVED METHOD AND SYSTEM FOR RECRUITING PERSONNEL described in an application for Letters Patent of the United States, executed by me of even date herewith, and all the rights and privileges under any and all Letters Patent that may be granted therefor.

We request that any and all patents for said inventions be issued to said assignee, its successors, assigns and legal representatives, or to such nominees as it may designate.

We agree that, when requested, I will, without charge to said assignee but at its expense, sign all papers, take all rightful oaths, and do all acts which may be necessary, desirable or convenient for securing and maintaining patents for said inventions in any and all countries and for vesting title thereto in said assignee, its successors, assigns and legal representatives or nominees.

We authorize and empower the said assignee, its successors, assigns and legal representatives or nominees, to invoke and claim for any application for patent or other form of protection for said inventions filed by it or them, the benefit of the right of priority provided by the International Convention for the Protection of Industrial Property, as amended, or by any convention which may henceforth be substituted for it, and to invoke and claim such right of priority without further written or oral authorization from me.

We hereby consent that a copy of this assignment shall be deemed a full legal and formal equivalent of any assignment, consent to file or like document which may be required in any country for any purpose and more particularly in proof of the right of the said assignee or nominee to claim the aforesaid benefit of the right of priority provided by the International Convention for the Protection of Industrial Property, as amended, or by any convention which may henceforth be substituted for it.

We covenant with said assignee, its successors, assigns and legal representatives, that the rights and property herein conveyed are free and clear of any incumbrance, and that I have full right to convey the same as herein expressed.

Signed at RRC Arlington Virginia this 9th day of December, 1998.

[Signature]
KARL WILLIAMS

[Signature]
JEFF WARD

[Signature]
LLOYD PARKER

[Signature]
WINSTON WATT

SIGNED IN OUR PRESENCE AND ACKNOWLEDGED TO BE AN ASSIGNMENT OF THE APPLICATION/INVENTION HEREINABOVE REFERRED TO:

WITNESS [Signature] DATE Dec 9, 98

WITNESS [Signature] DATE Dec 9, 98

WITNESS [Signature] DATE Dec 9, 98

WITNESS [Signature] DATE Dec 10, 98