

ASSIGNMENT

WHEREAS WE, BLAINE D. JOHS, of 420 W. Chancellor, Lincoln, NE 68521, CRAIG M. HERZINGER of 441 44th St., Apt. 1522, Lincoln, NE 68503; and STEVEN E. GREEN of 2641 S. 12th St., Lincoln, NE 68502 are the Inventors of an invention titled "PARALLELOGRAM SHAPED OPTICAL RETARDER ELEMENT FOR USE IN SPECTROSCOPIC ELLIPSOMETER AND POLARIMETER SYSTEMS"; and

WHEREAS WE are the owners of record of a United States Patent Application of the title recited above which is being submitted to the United States Patent Office, the Serial Number of which is 09/ 225,118; (to be filled-in when available); and

WHEREAS WE intend to pursue Foreign Patent Applications under the Cooperation Treaty and directly in Non-Member Nations which concern the same Invention and Improvements thereto; and

WHEREAS WE are, under the terms of an Agreement or Employment Contract with J. A. WOOLLAM CO. INC., obligated to assign any and all Patent Applications and Patents which Issue thereon, Domestic and Foreign, Present and Future for said Invention and Improvements to J.A. WOOLLAM CO. INC. of 645 M St., #102, Lincoln, NE 68509; and

WHEREAS J.A. WOOLLAM CO. INC. is desirous of accepting an Assignment of any and all interest in said Applications for Patents and Patents which Issue thereon, Domestic and Foreign, Present and Future as provided for in said Employment Contract with the Inventor;

NOW THEREFORE, in recognition of the receipt of One Dollar (\$1.00) and other good and valuable consideration received from J.A. WOOLLAM CO. INC. WE, BLAINE D. JOHS, CRAIG M. HERZINGER and STEVEN E. GREEN do:

1. Hereby Sell, Assign, Transfer and/or otherwise Set Over Without Reservation and conditions other than those recited herein, to J.A. WOOLLAM CO. INC., its Legal Representatives, Successors, Assigns etc. the entire interest in the Rights and Title to any Patent Applications and Patents which Issue thereon, Domestic and Foreign, Present and Future, for said Invention and Improvements; so that J.A. WOOLLAM CO. INC. shall hereafter own all Rights and Title as fully and completely as WE would have owned said Rights and Title were the present Assignment not made, with the full understanding that the entire Rights and Title to said Invention shall immediately vest, irrevocably, in J.A. WOOLLAM CO. INC. its Legal Representatives, Successors, Assigns etc.

2. Agree to execute all future documents as may be necessary to acquire issue of the pending Patent Application and additional Patents Applications for said Invention, and Improvements thereto, in the United States and in Foreign Countries.

3. Request that the Commissioner of Patents and Trademarks in the United States and the equivalent in Foreign Countries issue United States Patent Application, Serial Number 09/225,118, (to be filled-in when available), and such additional Patent Applications, Domestic or Foreign which result from future Patent Cooperation Treaty Patent Application, Foreign or Domestic Patent Applications to J.A. WOOLLAM CO. INC., its Legal Representatives, Successors, Assigns etc., as the case might at the Issue Date thereof.

4. Agree that WE will, at no time, do anything to jeopardize the validity of any Patent or Patent Application, Domestic or Foreign, Present or Future other than as necessitated by the duty of Truthful Disclosure required during the normal course of Patent Application Prosecution or Litigation before an Examining or Judicial Authority.

IN AGREEMENT WITH THE FOREGOING, I BLAINE D. JOHS, I CRAIG M. HERZINGER AND I STEVEN E. GREEN AS INVENTORS HEREBY WILLINGLY AND FREELY, IN RECOGNITION OF GOOD, VALUABLE AND SUFFICIENT CONSIDERATION RECEIVED FROM J.A. WOOLLAM CO. INC., AND I, JOHN A. WOOLLAM AS PRESIDENT OF J.A. WOOLLAM CO. INC., EACH AFFIX OUR SIGNATURE TO EFFECT THE TERMS OF THIS ASSIGNMENT; ALL SIGNATURES BEING AFFIXED IN THE PRESENCE OF A NOTARY PUBLIC.

Blaine D. Johs 12-29-98
BLAINE D. JOHS DATE
INVENTOR

Craig M. Herzinger 12-29-98
CRAIG M. HERZINGER DATE
INVENTOR

[Signature] 12/29/98
NOTARY PUBLIC State of Nebraska
JAMES D. WELCH
My Comm. Exp. Sept. 5, 1999 DATE

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JAMES D. WELCH
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John A. Woollam 12-29-98
JOHN A. WOOLLAM DATE
PRESIDENT
J.A. WOOLLAM CO. INC.

Steven E. Green 12-29-98
STEVEN E. GREEN DATE
INVENTOR

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JAMES D. WELCH
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