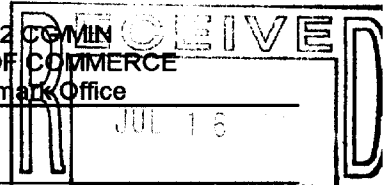


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Michael J. Virnig, Stephen M. Olafson and  
Burrel Boley, III

Additional names(s) or con-  
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4. Application number(s) or patent number(s):  
  
If this document is being filed together with a new application, the execu-  
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Name: Henkel Corporation  
  
Internal Address: Law Department  
Attention: John E. Drach  
Street Address: 2500 Renaissance Blvd., Suite 200  
  
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A S S I G N M E N T

WHEREAS, we, Michael J. Virnig, Stephen M. Olafson and Burrel Boley, III, residing at 5013 N. Amapola Dr., Tucson, Arizona 85745; 9670 N. Cliff View Pl., Tucson, Arizona 85737 and 1777 W. Orange Grove, #12305, Tucson, Arizona 85704; respectively, have made an invention in: PROCESS FOR REMOVING MANGANESE FROM ORGANIC SOLUTIONS OF OXIMES AND NICKEL ORE TREATMENT PROCESS, and are about to make application for United States Letters Patent therefor, the same being executed by us on the 4<sup>th</sup> day of March, 1999;

AND, WHEREAS, Henkel Corporation, a corporation organized and existing under the laws of the State of Delaware and having an office and a place of business at Plymouth Meeting, Pennsylvania, is desirous of acquiring the entire interest in said application and in any Letters Patent which may issue thereon;

NOW, THEREFORE, be it known that for and in consideration of the sum of ONE DOLLAR (\$1.00) and other good and valuable consideration, receipt whereof is hereby acknowledged, we do hereby sell, assign, and transfer unto the said Henkel Corp., its successors, assigns, and legal representatives all right, title and interest in and to said invention and any improvements thereon for all countries of the world, and in and to said application, including the right to claim priority under the International Convention based on said patent application, and any patent which may issue thereon, and all right, title and interest in and to every patent application filed or to be filed on said invention in any other country, including renewals, revivals, continuations and divisions thereof, and any substitute applications therefor, and any and all patents which may issue thereon, and any reissues and extensions of the same; and we hereby authorize and request competent authorities to grant and issue any and all patents on said invention to the said HENKEL CORPORATION as the assignee of the entire interest therein; and we further agree to execute upon request of the assignee such additional documents, if any, as are necessary and proper to secure patent protection on said invention

