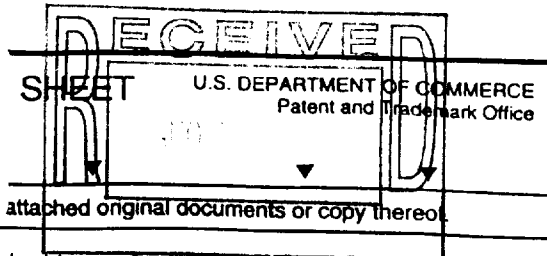


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Tab settings

To the Honorable Commissioner

1. Name of conveying party(ies):

Eric J. Kurtz

Additional name(s) of conveying party(ies) attached? Yes No

2. Name and address of receiving party(ies)

Name: HON Technology Inc.

Internal Address:

Street Address: 414 East Third Street

City: Muscatine State: IA ZIP: 52761

Additional name(s) & address(es) attached? Yes No

3. Nature of conveyance:

- Assignment Merger
- Security Agreement Change of Name
- Other _____

Execution Date: July 27, 1999

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)

09/325,933

B. Patent No.(s)

Additional numbers attached? Yes No

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

Name: Ronald A. Sandler

Internal Address: Jones, Day, Reavis & Pogue

Street Address: 77 West Wacker Drive

City: Chicago State: IL ZIP: 60601-1692

6. Total number of applications and patents involved:

7. Total fee (37 CFR 3.41).....\$ 40.00

- Enclosed
- Authorized to be charged to deposit account.

8. Deposit account number:

10-1202

(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.

Merri C. Merrill

Name of Person Signing

Signature

8/11/99

Date

Total number of pages including cover sheet, attachments, and document:

Mail documents to be recorded with required cover sheet information to:
Commissioner of Patents & Trademarks, Box Assignments
Washington, D.C. 20231

ASSIGNMENT AND AGREEMENT

FOR VALUE RECEIVED, I, **Eric J. Kurtz**, a citizen of the United States of America, hereby sell, assign and transfer to HON Technology Inc., a corporation duly organized and existing under the laws of the State of Iowa, and having its principal place of business at 414 East Third Street, Muscatine, Iowa 52761, 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 improvements in a "CHAIR CONSTRUCTION" described in an application for Letters Patent of the United States,

(check one) attached hereto.

filed on June 4, 1999 as Application Serial No. 09/325,933,

and all the rights and privileges under any and all Letters Patent that may be granted therefor.

I 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.

I 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.

I 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.

I 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.

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

Signed at Muscatine, Iowa
(city, state)

this 27 day of July, 1999.

Eric J. Kurtz
Eric J. Kurtz

Signed in our presence and acknowledged to be an assignment of the application (invention) herein above referred to.

Witness William Kachley

Date 7/27/99

Witness [Signature]

Date 7/27/99