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If this document is being filed together with a new Patent Application, enter the date the patent application was signed by the first named executing inventor. Month Day Year

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Enter PCT application number PCT PCT

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Number of Properties Enter the total number of properties involved. #

Fee Amount Fee Amount for Properties Listed (37 CFR 3.41): \$

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Deposit Account

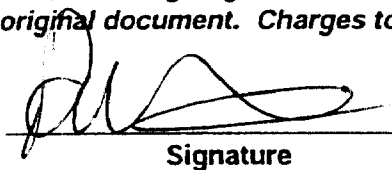
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Statement and Signature

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. Charges to deposit account are authorized, as indicated herein.

Russell D. Culbertson  16 Sept 1999

Name of Person Signing Signature Date


ASSIGNMENT

WHEREAS, I, Todd Andres, of Travis County Texas, have, in the course of my employment with HP Plastics Corporation, invented certain new and useful improvements in a MOLDED NON-ABRASIVE SUBSTRATE CARRIER FOR USE IN POLISHING OPERATIONS (the "Invention"), for which an application for United States Letters Patent is being concurrently filed herewith; and

WHEREAS, HP Plastics Corporation, a corporation having an office at 13802 Quitman Pass, Austin, Texas 78728 is desirous of acquiring the entire right, title, and interest in said Invention,

NOW THEREFORE, pursuant to the terms of my agreement with HP Plastics Corporation, and for other good and valuable consideration, the receipt of which is hereby acknowledged, I, Todd Andres, do sell, assign, and transfer unto HP Plastics Corporation, the entire right, title, and interest, in and to said Invention, for the territory of the United States of America and for all foreign countries, including all priority rights in foreign countries. Said Invention is described in the specification executed by me on the 16 day of September, 1999, preparatory to obtaining United States Letters Patent therefor, and a copy of said specification, as filed in the United States Patent and Trademark Office, is contained in File 100-1001 in the office of Shaffer & Culbertson, L.L.P., Building I, Suite 360, 1250 Capital of Texas Hwy. S., Austin, Texas 78746. Said Invention, application, and Letters Patent issuing from said application or continuation, continuation-in-part, or division thereof, and any reissue of any such patent, to be held and enjoyed by HP Plastics Corporation for its own use, and for its legal representatives and assigns as fully and entirely as the same would have been held by me had this assignment and sale not been made.

Executed this 16th day of September, 1999.

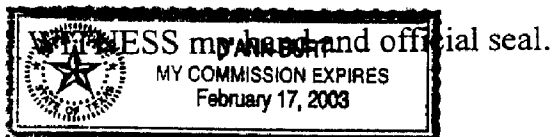


Todd Andres, Inventor

State of Texas

County of Travis

On this 16th day of September in the year 1999, before me personally appeared Todd Andres, known to me to be the person whose name is subscribed to this instrument, and acknowledged that he executed it.





State of Texas, Notary Public

I:\C:\db\le-h\HPPlastics\100\ASSIGNME.DOC

