

ASSIGNMENT

Whereas we, the below named inventors, with residences and citizenships as indicated below; have made an invention in

ADHESIVE COMPOSITE HAVING DISTINCT PHASES

and have executed an application for Letters Patent of the United States of America based thereon; which application is identified in the United States Patent and Trademark Office as U.S. Application Serial No. 09/364,506, filed July 30, 1999;

Now, therefore, for good and valuable consideration, receipt of which is acknowledged, we have individually and jointly agreed to assign and transfer and do hereby assign and transfer unto the 3M INNOVATIVE PROPERTIES COMPANY, a wholly owned subsidiary of MINNESOTA MINING AND MANUFACTURING COMPANY, and a corporation of Delaware, having its principal office at Saint Paul, Minnesota, its successors and assigns, the entire right, title, and interest in and to the said invention and application, and in and to any division or continuation (in whole or in part) of said application, and in and to any and all improvements in the said invention made by us or any of us or made jointly with others (provided any such improvement is made during, or within one year after the termination of, the employment by Minnesota Mining and Manufacturing Company and any of its existing or future subsidiaries of whichever of us, solely or jointly with one or more others, has made the same), and in and to any and all Letters Patent, reexaminations, reissues, or extensions thereof, of the United States of America and countries foreign thereto (including the right to apply for Letters Patent, Utility Models, or Inventors' Certificates in foreign countries in its own name and to claim any priority rights for such foreign applications to which such applications are entitled under international conventions, treaties, or otherwise), which have been or may be granted thereon or on any divisional, continuation (in whole or in part), renewal, reexamination, reissue, or other or further application based in whole or in part upon the said invention or improvements thereon, to be held and enjoyed as fully and exclusively as they would have been by us or any of us had this assignment and transfer not been made,

We do further agree for ourselves and for our heirs, executors, and administrators, to execute and deliver without further consideration any further applications, assignments, and documents, and to perform such other acts as we lawfully may, that may be deemed necessary by the said Company, its successors, assigns, and nominees, fully to secure its right, title, and interest as aforesaid and to obtain or maintain Letters Patent, Utility Models, or Inventors' Certificates in any and all countries;

And we do hereby authorize and request the Commissioner of Patents to issue any and all Letters Patent which may be granted upon any of the said applications, to the said 3M Innovative Properties Company, as the assignee of the entire right, title, and interest therein.

Carol E. Wolf
Witness

Cheryl K. Sennitz
Witness

Amber M. Starna
Witness

Carol E. Wolf
Witness

Ann R. Kleckner
Witness

Carol E. Wolf
Witness

Steven B. Heinecke 10/14/99
Date

Residence: New Richmond, Wisconsin, USA
Citizenship: United States of America

Robert H. Menzies 9/29/99
Date

Residence: Hudson, Wisconsin, USA
Citizenship: United States of America

Karen M. Bisbee 10/7/99
Date

Residence: Maplewood, Minnesota, USA
Citizenship: United States of America

Carla Swolf

Witness

Janelle Peterson

Witness

Scott G. Norquist Docket No. 54991USA1A
9/29/99

Scott G. Norquist

Date

Residence: St. Paul, Minnesota, USA

Citizenship: United States of America