

12-16-1999

Atty. Dkt. No. 26T67/616

FORM PTO-1595 (modified)

(Rev. 6-97)



101223500

ER SHEET

Y

U.S. DEPARTMENT OF COMMERCE

Patent and Trademark Office

To the Commissioner of Patents and Trademarks: Please record the attached original documents or copies thereof.

MRD 12/13/99

1. Name of conveying party(ies):

Karen R. Ferguson
Christine C. Albertini
Erik Christian Kiaer
Lawrence J. Keeley
Dev Patnaik
Ben Jacobson
Kris Ryan Cohen
Shannon Kathleen Ford
Julie Elizabeth Hastings



2. Name and address of receiving party(ies):

Steelcase Development Inc.
901 - 44th Street, S.E.
P.O. Box 1967
Grand Rapids, MI 49501

Additional conveying party(ies) **YES (Sheet 2)**

3. Nature of conveyance:

ASSIGNMENT

Execution Date:

10/15-11/30/99

Additional name(s) & address(es) attached? **NO**

4. Application number(s) or patent number(s):

If this is being filed together with a new application the execution date of the application is:

A. Patent Application Number(s):

09/382,141

B. Patent Number(s):

Additional numbers attached? **NO**

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

Walter E. Zimmerman
FOLEY & LARDNER
Firststar Center
777 East Wisconsin Avenue
Milwaukee, Wisconsin 53202-5367

6. Total number of applications/patents involved: **1**

7. Total fee (37 C.F.R. § 3.41): **\$40.00**

Check Enclosed

Charge to deposit account

8. Deposit account number: **06-1447**

DO NOT USE THIS SPACE

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. The Commissioner is hereby authorized to charge any additional recordation fees which may be required in this matter to the above-identified deposit account.

Walter E. Zimmerman

12/9/99

Name of person signing

Signature

Date

Total number of pages including cover sheet, attachments, and document: **30**

RECORDATION FORM COVER SHEET
(SHEET 2 OF 2)

Patent Application Number 09/382,141

1. Additional Conveying Party(ies):

Elizabeth Marie Perez

Paul Perkins Ratliff

ASSIGNMENT AND AGREEMENT

WHEREAS, **Karen R. Ferguson** of 2134 Englewood Drive S.E., East Grand Rapids, MI 49506, and **Christine C. Albertini** of 2326 Arbor Tree Court S.E., Grand Rapids, MI 49546, and **Erik Christian Kiaer** of 559 W. Fullerton, Apt. 1W, Chicago, IL 60614, and **Lawrence J. Keeley** of 1318 W. Catalpa, Chicago, IL 60640, and **Dev Patnaik** of 1400 Floribunda Avenue, Apt. 203, Burlingame, CA 94010, and **Ben Jacobson** of 1108 Cleveland Street, #1, Evanston, IL 60202, and **Kris Ryan Cohen** of 1337 N. Hoyne Avenue, Chicago, IL 60622, and **Shannon Kathleen Ford** of 2151 Ridge Avenue, Apt. 3C, Evanston, IL 60201, and **Julie Elizabeth Hastings** of 5410 S. Ridgewood Court, #2W, Chiago, IL 60615, and **Elizabeth Marie Perez** of 2418 W. Thomas Street, Apt. 1, Chicago, IL 60622, and **Paul Perkins Ratliff**, 1637 W. Catalpa, Apt. 3, Chicago, IL 60640 (hereinafter referred to singly and collectively as "ASSIGNOR") have invented a certain invention entitled **Diagnostic Apparatus for and Method of Determining a Knowledge Management Solution** (Atty. Dkt. No. 26167/616) for which an application for United States Letters Patent was executed by ASSIGNOR concurrently herewith; ; and

WHEREAS, **Steelcase Development Inc.**, a corporation duly organized and existing under the laws of the State of Michigan, and having its principal place of business at 901 – 44th Street, S.E., P.O. Box 1967, Grand Rapids, MI 49501, (hereinafter referred to as "ASSIGNEE") is desirous of acquiring the entire interest therein;

NOW THEREFORE, in consideration of One Dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, ASSIGNOR has sold, assigned, and transferred, and by these presents hereby sells, assigns, and transfers, unto ASSIGNEE, its successors and assigns, the full and exclusive right, title, and interest in and to (a) the above-identified invention or inventions and all improvements and modifications thereof, (b) the above-identified application and all other applications for Letters Patent of the United States and countries foreign thereto for the above-identified invention or inventions and all improvements and modifications thereof, (c) all Letters Patent which may issue from said applications in the United States and countries foreign thereto, (d) all divisions, continuations, reissues, and extensions of said applications and Letters Patent, and (e) the right to claim for any of said applications the full benefits and priority rights under the International Convention and any other international agreement to which the United States adheres; such right, title, and interest to be held and enjoyed by ASSIGNEE, its successors and assigns, to the full end of the term or terms for which any and all such Letters Patent may be granted as fully and entirely as would have been held and enjoyed by ASSIGNOR had this Assignment not been made.

ASSIGNOR HEREBY AUTHORIZES AND REQUESTS the Commissioner of Patents and Trademarks to issue said Letters Patent to ASSIGNEE as assignee of the entire interest, for the sole use and benefit of ASSIGNEE, its successors and assigns.

ASSIGNOR HEREBY AGREES (a) to communicate to ASSIGNEE, its successors and assigns, or their representatives or agents, all facts and information known or available to ASSIGNOR respecting said invention or inventions, improvements, and modifications including evidence for interference, reexamination, reissue, opposition,

revocation, extension, or infringement purposes or other legal, judicial, or administrative proceedings, whenever requested by ASSIGNEE; (b) to testify in person or by affidavit as required by ASSIGNEE, its successors and assigns, in any such proceeding in the United States or a country foreign thereto; (c) to execute and deliver, upon request by ASSIGNEE, all lawful papers including, but not limited to, original, divisional, continuation, and reissue applications, renewals, assignments, powers of attorney, oaths, affidavits, declarations, depositions; and (d) to provide all reasonable assistance to ASSIGNEE, its successors and assigns, in obtaining and enforcing proper title in and protection for said invention or inventions, improvements, and modifications under the intellectual property laws of the United States and countries foreign thereto.

ASSIGNOR HEREBY REPRESENTS AND WARRANTS that ASSIGNOR has the full and unencumbered right to sell, assign, and transfer the interests sold, assigned, and transferred herein, and that ASSIGNOR has not executed and will not execute any document or instrument in conflict herewith.

ASSIGNOR HEREBY GRANTS to the law firm of **Foley & Lardner** the power and authority to insert in this Assignment any further identification which may be necessary or desirable to comply with the rules of the U.S. Patent and Trademark Office for recordation of this Assignment.

ASSIGNOR UNDERSTANDS AND AGREES that the attorneys and agents of the law firm of **Foley & Lardner** do not personally represent ASSIGNOR or ASSIGNOR's legal interests, but instead represent the interests of ASSIGNEE; since said attorneys and agents cannot provide legal advice to ASSIGNOR with respect to this Assignment, ASSIGNOR acknowledges its right to seek its own independent legal counsel.

Executed this 9TH day of NOVEMBER, 19 99.

Karen R. Ferguson
Karen R. Ferguson

State of Michigan)
County of Kent) ss.

On this 9th day of November, 19 99, before me, a notary public in and for said county, appeared Karen R. Ferguson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Anne T. Knap
Notary Public

Mv Commission Expires: 5-18-03

(Seal)

Executed this 8th day of Nov., 1999.

Christine C. Albertini
Christine C. Albertini

State of Michigan)
County of Kent) ss.

On this 8th day of Nov., 1999, before me, a notary public in and for said county, appeared Christine C. Albertini, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

DEBORAH J. LEWIS
NOTARY PUBLIC - KENT COUNTY, MI
MY COMMISSION EXPIRES 05/17/2001

Deborah J. Lewis
Notary Public

My Commission Expires: 5/17/01

(Seal)

Executed this _____ day of _____, 19____.

Erik Christian Kiaer

State of _____)
County of _____) ss.

On this _____ day of _____, 19____, before me, a notary public in and for said county, appeared Erik Christian Kiaer, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19__.

Lawrence J. Keeley

State of _____)
)ss.
County of _____)

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Lawrence J. Keeley, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19__.

Dev Patnaik

State of _____)
)ss.
County of _____)

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Dev Patnaik, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ___ day of _____, 19__.

Ben Jacobson

State of _____)
)ss.
County of _____)

On this ___ day of _____, 19___, before me, a notary public in and for said county, appeared Ben Jacobson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ___ day of _____, 19__.

Kris Ryan Cohen

State of _____)
)ss.
County of _____)

On this ___ day of _____, 19___, before me, a notary public in and for said county, appeared Kris Ryan Cohen, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

State of _____)
County of _____) ss.

Elizabeth Marie Perez

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Elizabeth Marie Perez, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public
My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

State of _____)
County of _____) ss.

Paul Perkins Ratliff

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Paul Perkins Ratliff, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public
My Commission Expires: _____

(Seal)

ASSIGNMENT AND AGREEMENT

WHEREAS, **Karen R. Ferguson** of 2134 Englewood Drive S.E., East Grand Rapids, MI 49506, and **Christine C. Albertini** of 2326 Arbor Tree Court S.E., Grand Rapids, MI 49546, and **Erik Christian Kiaer** of 559 W. Fullerton, Apt. 1W, Chicago, IL 60614, and **Lawrence J. Keeley** of 1318 W. Catalpa, Chicago, IL 60640, and **Dev Patnaik** of 1400 Floribunda Avenue, Apt. 203, Burlingame, CA 94010, and **Ben Jacobson** of 1108 Cleveland Street, #1, Evanston, IL 60202, and **Kris Ryan Cohen** of 1337 N. Hoyne Avenue, Chicago, IL 60622, and **Shannon Kathleen Ford** of 2151 Ridge Avenue, Apt. 3C, Evanston, IL 60201, and **Julie Elizabeth Hastings** of 5410 S. Ridgewood Court, #2W, Chiago, IL 60615, and **Elizabeth Marie Perez** of 2418 W. Thomas Street, Apt. 1, Chicago, IL 60622, and **Paul Perkins Ratliff**, 1637 W. Catalpa, Apt. 3, Chicago, IL 60640 (hereinafter referred to singly and collectively as "ASSIGNOR") have invented a certain invention entitled **Diagnostic Apparatus for and Method of Determining a Knowledge Management Solution** (Atty. Dkt. No. 26167/616) for which an application for United States Letters Patent was executed by ASSIGNOR concurrently herewith; ; and

WHEREAS, **Steelcase Development Inc.**, a corporation duly organized and existing under the laws of the State of Michigan, and having its principal place of business at 901 - 44th Street, S.E., P.O. Box 1967, Grand Rapids, MI 49501, (hereinafter referred to as "ASSIGNEE") is desirous of acquiring the entire interest therein;

NOW THEREFORE, in consideration of One Dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, ASSIGNOR has sold, assigned, and transferred, and by these presents hereby sells, assigns, and transfers, unto ASSIGNEE, its successors and assigns, the full and exclusive right, title, and interest in and to (a) the above-identified invention or inventions and all improvements and modifications thereof, (b) the above-identified application and all other applications for Letters Patent of the United States and countries foreign thereto for the above-identified invention or inventions and all improvements and modifications thereof, (c) all Letters Patent which may issue from said applications in the United States and countries foreign thereto, (d) all divisions, continuations, reissues, and extensions of said applications and Letters Patent, and (e) the right to claim for any of said applications the full benefits and priority rights under the International Convention and any other international agreement to which the United States adheres; such right, title, and interest to be held and enjoyed by ASSIGNEE, its successors and assigns, to the full end of the term or terms for which any and all such Letters Patent may be granted as fully and entirely as would have been held and enjoyed by ASSIGNOR had this Assignment not been made.

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Executed this ____ day of _____, 19__.

Karen R. Ferguson

State of _____)
County of _____) ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Karen R. Ferguson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19__.

Christine C. Albertini

State of _____)
)ss.
County of _____)

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Christine C. Albertini, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this 15 day of OCTOBER, 1999.

Erik Christian Kiaer

Erik Christian Kiaer

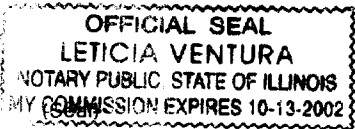
State of Illinois)
)ss.
County of Cook)

On this 15 day of OCTOBER, 1999, before me, a notary public in and for said county, appeared Erik Christian Kiaer, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

[Signature]

Notary Public

My Commission Expires: 10/13/2000



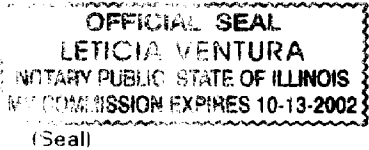
Executed this 15th day of October, 1999.

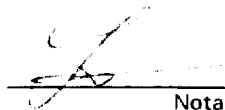


Lawrence J. Keeley

State of Illinois)
)ss.
County of Cook)

On this 15th day of October, 1999, before me, a notary public in and for said county, appeared Lawrence J. Keeley, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.





Notary Public
My Commission Expires: 10/13/99

Executed this _____ day of _____, 19____.

Dev Patnaik

State of _____)
)ss.
County of _____)

On this _____ day of _____, 19____, before me, a notary public in and for said county, appeared Dev Patnaik, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public
My Commission Expires: _____

(Seal)

Executed this 15 day of October, 1999.

[Signature]
Ben Jacobson

State of Illinois)
County of Cook) ss.

On this 15 day of October, 1999, before me, a notary public in and for said county, appeared Ben Jacobson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.



(Seal)

[Signature]
Notary Public

My Commission Expires: 10/13/2002

Executed this _____ day of _____, 19__.

Kris Ryan Cohen

State of _____)
County of _____) ss.

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Kris Ryan Cohen, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Shannon Kathleen Ford

State of _____ }
 }ss.
County of _____ }

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Shannon Kathleen Ford, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Julie Elizabeth Hastings

State of _____ }
 }ss.
County of _____ }

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Julie Elizabeth Hastings, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

State of _____)
)ss.
 County of _____)

 Elizabeth Marie Perez

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Elizabeth Marie Perez, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

 Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

State of _____)
)ss.
 County of _____)

 Paul Perkins Ratliff

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Paul Perkins Ratliff, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

 Notary Public

My Commission Expires: _____

(Seal)

ASSIGNMENT AND AGREEMENT

copies

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revocation, extension, or infringement purposes or other legal, judicial, or administrative proceedings, whenever requested by ASSIGNEE; (b) to testify in person or by affidavit as required by ASSIGNEE, its successors and assigns, in any such proceeding in the United States or a country foreign thereto; (c) to execute and deliver, upon request by ASSIGNEE, all lawful papers including, but not limited to, original, divisional, continuation, and reissue applications, renewals, assignments, powers of attorney, oaths, affidavits, declarations, depositions; and (d) to provide all reasonable assistance to ASSIGNEE, its successors and assigns, in obtaining and enforcing proper title in and protection for said invention or inventions, improvements, and modifications under the intellectual property laws of the United States and countries foreign thereto.

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Executed this ____ day of _____, 19__.

State of _____
County of _____) ss.

Karen R. Ferguson

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Karen R. Ferguson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

(Seal)

My Commission Expires: _____

Executed this ____ day of _____, 19__.

Christine C. Albertini

State of _____)
County of _____)ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Christine C. Albertini, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Erik Christian Kiaer

State of _____)
County of _____)ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Erik Christian Kiaer, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

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Lawrence J. Keeley

State of _____)
County of _____) ss.

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Notary Public

My Commission Expires: _____

(Seal)

Executed this 30 day of November, 1999.

Dev Patnaik

State of California)
County of San Mateo) ss.

On this 30 day of NOVEMBER 1999, before me, a notary public in and for said county, appeared Dev Patnaik, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: Jan 3, 2002

(Seal)



Executed this ____ day of _____, 19__.

State of _____)
) ss
County of _____)

Ben Jacobson

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Ben Jacobson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

State of _____)
) ss
County of _____)

Kris Ryan Cohen

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Kris Ryan Cohen, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Shannon Kathleen Ford

State of _____)
County of _____) ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Shannon Kathleen Ford, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Julie Elizabeth Hastings

State of _____)
County of _____) ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Julie Elizabeth Hastings, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Elizabeth Marie Perez

State of _____)
)ss.
County of _____)

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Elizabeth Marie Perez, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Paul Perkins Ratliff

State of _____)
)ss.
County of _____)

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Paul Perkins Ratliff, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

ASSIGNMENT AND AGREEMENT

Copy

WHEREAS, Karen R. Ferguson of 2134 Englewood Drive S.E., East Grand Rapids, MI 49506, and **Christine C. Albertini** of 2326 Arbor Tree Court S.E., Grand Rapids, MI 49546, and **Erik Christian Kiaer** of 559 W. Fullerton, Apt. 1W, Chicago, IL 60614, and **Lawrence J. Keeley** of 1318 W. Catalpa, Chicago, IL 60640, and **Dev Patnaik** of 1400 Floribunda Avenue, Apt. 203, Burlingame, CA 94010, and **Ben Jacobson** of 1108 Cleveland Street, #1, Evanston, IL 60202, and **Kris Ryan Cohen** of 1337 N. Hoyne Avenue, Chicago, IL 60622, and **Shannon Kathleen Ford** of 2151 Ridge Avenue, Apt. 3C, Evanston, IL 60201, and **Julie Elizabeth Hastings** of 5410 S. Ridgewood Court, #2W, Chiago, IL 60615, and **Elizabeth Marie Perez** of 2418 W. Thomas Street, Apt. 1, Chicago, IL 60622, and **Paul Perkins Ratliff**, 1637 W. Catalpa, Apt. 3, Chicago, IL 60640 (hereinafter referred to singly and collectively as "ASSIGNOR") have invented a certain invention entitled **Diagnostic Apparatus for and Method of Determining a Knowledge Management Solution** (Atty. Dkt. No. 26167/616) for which an application for United States Letters Patent was executed by ASSIGNOR concurrently herewith; ; and

WHEREAS, Steelcase Development Inc., a corporation duly organized and existing under the laws of the State of Michigan, and having its principal place of business at 901 - 44th Street. S.E., P.O. Box 1967, Grand Rapids, MI 49501, (hereinafter referred to as "ASSIGNEE") is desirous of acquiring the entire interest therein:

NOW THEREFORE, in consideration of One Dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, ASSIGNOR has sold, assigned, and transferred, and by these presents hereby sells, assigns, and transfers, unto ASSIGNEE, its successors and assigns, the full and exclusive right, title, and interest in and to (a) the above-identified invention or inventions and all improvements and modifications thereof, (b) the above-identified application and all other applications for Letters Patent of the United States and countries foreign thereto for the above-identified invention or inventions and all improvements and modifications thereof, (c) all Letters Patent which may issue from said applications in the United States and countries foreign thereto, (d) all divisions, continuations, reissues, and extensions of said applications and Letters Patent, and (e) the right to claim for any of said applications the full benefits and priority rights under the International Convention and any other international agreement to which the United States adheres; such right, title, and interest to be held and enjoyed by ASSIGNEE, its successors and assigns, to the full end of the term or terms for which any and all such Letters Patent may be granted as fully and entirely as would have been held and enjoyed by ASSIGNOR had this Assignment not been made.

ASSIGNOR HEREBY AUTHORIZES AND REQUESTS the Commissioner of Patents and Trademarks to issue said Letters Patent to ASSIGNEE as assignee of the entire interest, for the sole use and benefit of ASSIGNEE, its successors and assigns.

ASSIGNOR HEREBY AGREES (a) to communicate to ASSIGNEE, its successors and assigns, or their representatives or agents, all facts and information known or available to ASSIGNOR respecting said invention or inventions, improvements, and modifications including evidence for interference, reexamination, reissue, opposition,

revocation, extension, or infringement purposes or other legal, judicial, or administrative proceedings, whenever requested by ASSIGNEE; (b) to testify in person or by affidavit as required by ASSIGNEE, its successors and assigns, in any such proceeding in the United States or a country foreign thereto; (c) to execute and deliver, upon request by ASSIGNEE, all lawful papers including, but not limited to, original, divisional, continuation, and reissue applications, renewals, assignments, powers of attorney, oaths, affidavits, declarations, depositions; and (d) to provide all reasonable assistance to ASSIGNEE, its successors and assigns, in obtaining and enforcing proper title in and protection for said invention or inventions, improvements, and modifications under the intellectual property laws of the United States and countries foreign thereto.

ASSIGNOR HEREBY REPRESENTS AND WARRANTS that ASSIGNOR has the full and unencumbered right to sell, assign, and transfer the interests sold, assigned, and transferred herein, and that ASSIGNOR has not executed and will not execute any document or instrument in conflict herewith.

ASSIGNOR HEREBY GRANTS to the law firm of **Foley & Lardner** the power and authority to insert in this Assignment any further identification which may be necessary or desirable to comply with the rules of the U.S. Patent and Trademark Office for recordation of this Assignment.

ASSIGNOR UNDERSTANDS AND AGREES that the attorneys and agents of the law firm of **Foley & Lardner** do not personally represent ASSIGNOR or ASSIGNOR's legal interests, but instead represent the interests of ASSIGNEE; since said attorneys and agents cannot provide legal advice to ASSIGNOR with respect to this Assignment, ASSIGNOR acknowledges its right to seek its own independent legal counsel.

Executed this ____ day of _____, 19__.

Karen R. Ferguson

State of _____)
)ss.
County of _____)

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Karen R. Ferguson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19__.

State of _____)
) ss.
County of _____)

Christine C. Albertini

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Christine C. Albertini, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19__.

State of _____)
) ss.
County of _____)

Erik Christian Kiaer

On this _____ day of _____, 19__, before me, a notary public in and for said county, appeared Erik Christian Kiaer, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19____.

Lawrence J. Keeley

State of _____)
County of _____) ss.

On this _____ day of _____, 19____, before me, a notary public in and for said county, appeared Lawrence J. Keeley, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this _____ day of _____, 19____.

Dev Patnaik

State of _____)
County of _____) ss.

On this _____ day of _____, 19____, before me, a notary public in and for said county, appeared Dev Patnaik, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this ____ day of _____, 19__.

Ben Jacobson

State of _____)
County of _____) ss.

On this ____ day of _____, 19__, before me, a notary public in and for said county, appeared Ben Jacobson, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: _____

(Seal)

Executed this 11th day of Nov, 1999.

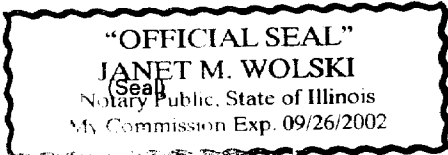
Kris Ryan Cohen

State of Illinois)
County of Clark) ss.

On this 11 day of November, 1999, before me, a notary public in and for said county, appeared Kris Ryan Cohen, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.

Notary Public

My Commission Expires: 9 26 02

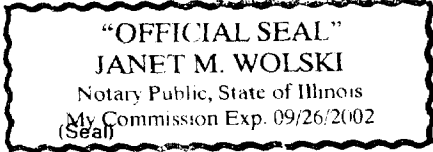


Executed this 11 day of November, 1999

Shannon Kathleen Ford
Shannon Kathleen Ford

State of Illinois
County of Cook)ss.

On this 11 day of November, 1999, before me, a notary public in and for said county, appeared Shannon Kathleen Ford, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.



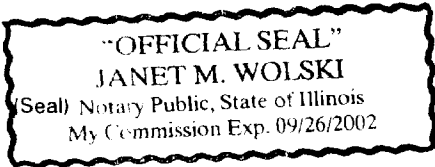
Janet M. Wolski
Notary Public
My Commission Expires: 9/26/02

Executed this 11 day of November, 1999

Julie Elizabeth Hastings
Julie Elizabeth Hastings

State of Illinois
County of Cook)ss.

On this 11 day of November, 1999, before me, a notary public in and for said county, appeared Julie Elizabeth Hastings, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.



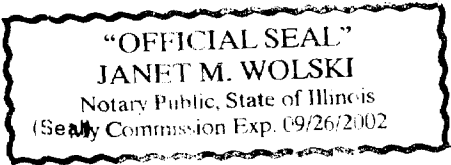
Janet M. Wolski
Notary Public
My Commission Expires: 9/26/02

Executed this 11 day of NOVEMBER, 1999.

[Handwritten Signature]
Elizabeth Marie Perez

State of Illinois)
) ss.
County of Cook)

On this 11 day of November, 1999, before me, a notary public in and for said county, appeared Elizabeth Marie Perez, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.



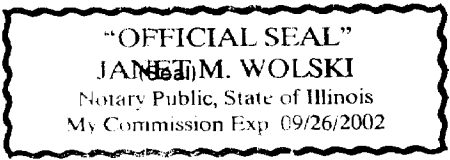
[Handwritten Signature]
Notary Public
My Commission Expires: 9/26/02

Executed this 11 day of November, 1999.

[Handwritten Signature]
Paul Perkins Ratliff

State of Illinois)
) ss.
County of Cook)

On this 11 day of November, 1999, before me, a notary public in and for said county, appeared Paul Perkins Ratliff, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, and he/she acknowledged that he/she signed, sealed, and delivered the said instrument as his/her free and voluntary act for the uses and purposes therein set forth.



[Handwritten Signature]
Notary Public
My Commission Expires: 9/26/02