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(For Execution After Filing Patent Application)

| In consideration of good and valuable consideration, the receipt of which is hereby | | | | | | |
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| acknowledged, We | | | | | | |
| the undersigned, Kurt W. Piersol and Tatsuo Ito | | | | | | |
| hereby sell, assign, and transfer to Ricoh Co., Ltd. | | | | | | |
| a corporation of <u>Japan</u> , having a principal place of business at | | | | | | |
| 15-5 Minami-Aoyama 1-Chome Minato-ku, Tokyo 107-8544 Japan , ("Assignee"), and its successors, assigns, and legal representatives, the entire right, title, and interest for the United States and all foreign countries, in and to any and all improvements that are disclosed in the application for the United States patent that was filed November 12, 1999 and assigned Application No. 09/439,152 and is entitled | | | | | | |
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| MANAGEMENT SYSTEM" | | | | | | |
| and in and to said application and all divisional applications, continuation applications, continued prosecution applications, continuation-in-part applications, substitute applications, renewal applications, reissue applications, reexaminations, extensions, and all other patent | | | | | | |

and in and to said application and all divisional applications, continuation applications, continued prosecution applications, continuation-in-part applications, substitute applications, renewal applications, reissue applications, reexaminations, extensions, and all other patent applications that have been or shall be filed in the United States and all foreign countries on any of said improvements; and in and to all original patents, reissued patents, reexamination certificates, and extensions that have been or shall be issued in the United States and all foreign countries on said improvements; and in and to all rights of priority resulting from the filing of said United States application;

agree that said Assignee may apply for and receive a patent or patents for said improvements in its own name; and that, when requested, without charge to, but at the expense of, said Assignee, its successors, assigns, and legal representatives, to carry out in good faith the intent and purpose of this Assignment, the undersigned will execute all divisional applications, continuation applications, continued prosecution applications, continuation-in-part applications, substitute applications, renewal applications, reissue applications, reexaminations, extensions, and all other patent applications on any and all said improvements; execute all rightful oaths, assignments, powers of attorney, and other papers; communicate to said Assignee, its successors, assigns, and representatives all facts known to the undersigned relating to said improvements and the history thereof; and generally assist said Assignee, its successors, assigns, or representatives in securing and maintaining proper patent protection for said improvements and for vesting title to said improvements, and all applications for patents and all patents on said improvements, in said Assignee, its successors, assigns, and legal representatives; and

covenant with said Assignee, its successors, assigns, and legal representatives that no assignment, grant, mortgage, license, or other agreement affecting the rights and property herein conveyed has been made to others by the undersigned, and that full right to convey the same as herein expressed is possessed by the undersigned.

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| Date: Tanvary B. | Too VIII |
|--|--|
| Date: January 17, | Name: Kuft W. Piersol Name: Tatsuo Ito |
| Date:, | , 19 Name: |
| | Name: , 19 Name: |
| Date:, | , 19 Name: |
| | , 19 Name: |
| State of:} County of:} | Assignment Document Return Address: SS. BLAKELY, SOKOLOFF, TAYLOR & ZAFMAN LLP 12400 Wilshire Blvd., Seventh Floor Los Angeles, California 90025-1026 (408) 720-8598 |
| On this day of the undersigned Notary Public, p | 19, before me,, personally appeared |
| | |

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