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To the Honorable Comm

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record the attached original documents or copy thereof.

1. Name of conveying party(ies):

Francisco Javier BONAL VILLANOVA

Manuel FERNÁNDEZ ROMERO

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

Name: Lucent Technologies Inc.

Address: 600 Mountain Avenue, P.O. Box 636  
Murray Hill, NJ 07974-0636

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

3. Nature of Conveyance:

- (X) Assignment ( ) Merger
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Execution Date: December 16, 1999

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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)

B. Patent No.(s)

09/439,048

Additional numbers attached? ( ) Yes (X) No

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

Name: Christopher F. Regan, Esq.

Internal Address: Allen, Dyer,

Doppelt, Milbrath & Gilchrist, P.A.

Street Address: 255 S. Orange Ave.

P.O. Box 3791

City: Orlando

State: Florida Zip: 32802

6. Total number of applications and patents involved: [ 1 ]

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

[ ] Enclosed

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8. Deposit Account Number:

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If any additional extension and/or fee is required, or, if any additional fee for claims is required.

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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.

Paul J. Ditmyer  
Name of Person Signing

Signature

April 17, 2000  
Date

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To the Honorable Commissioner of Patents and

Original documents or copy thereof.

101248440

1. Name of conveying party(ies):

Francisco Javier BONAL VILLANOVA/IAN 13 2000  
Manuel Fernández ROMERO  
FERNÁNDEZ

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9. Statement and signature.

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Paul J. Ditmyer  
Name of Person Signing

*Paul J. Ditmyer*  
Signature

January 7, 2000  
Date

Total number of pages including cover sheet, attachments and document: [4]

## ASSIGNMENT AND AGREEMENT

For value received, we, **FRANCISCO JAVIER BONAL VILLANOVA** of **Madrid** in the Country of Spain, and **MANUEL FERNÁNDEZ ROMERO** of **Madrid** in the Country of Spain, hereby sell, assign and transfer to Lucent Technologies Inc., a corporation of the State of Delaware, having an office at 600 Mountain Avenue, Murray Hill, New Jersey 07974-0636, U.S.A., and its successors, assigns and legal representatives, the entire right, title and interest, for the United States of America, in and to certain inventions related to **METHOD AND SYSTEM FOR DETERMINING OPERATOR STAFFING** described in an application for Letters Patent of the United States, filed on **November 12, 1999** and assigned **Serial No. 09/439,048**, and all the rights and privileges in said application and under any and all Letters Patent that may be granted in the United States for said inventions; and we also concurrently hereby sell, assign and transfer to Lucent Technologies Inc. the entire right, title and interest in and to said inventions for all countries foreign to the United States, including all rights of priority arising from the application aforesaid, and all the rights and privileges under any and all forms of protection, including Letters Patent, that may be granted in said countries foreign to the United States for said inventions.

We authorize Lucent Technologies Inc. to make application for such protection in its own name and maintain such protection in any and all countries foreign to the United States, and to invoke and claim for any application for patent or other form of protection for said inventions, without further authorization from us, any and all benefits, including the right of priority provided by any and all treaties, conventions, or agreements.

We hereby consent that a copy of this assignment shall be deemed a full legal and formal equivalent of any document which may be required in any country in proof of the right of Lucent Technologies Inc. to apply for patent or other form of protection for said inventions and to claim the aforesaid benefit of the right of priority.

We request that any and all patents for said inventions be issued to Lucent Technologies Inc. in the United States and in all countries foreign to the United States, or to such nominees as Lucent Technologies Inc. they may designate.

We agree that, when requested, we shall, without charge to Lucent Technologies Inc. but at its expense, sign all papers, and do all acts which may be necessary, desirable or convenient in connection with said applications, patents, or other forms of protection.

12/16/1999

Date

*Francisco Javier Bonal Villanova*

**FRANCISCO JAVIER BONAL VILLANOVA**

12/16/1999

Date

*Manuel Fernández Romero*

**MANUEL FERNÁNDEZ ROMERO**

Lucent Technologies Inc.  
600 Mountain Avenue (Room 3C-512)  
P. O. Box 636  
Murray Hill, New Jersey 07974-0636