

05-14-2002

Docket No.: 2128.2001-001

RECOR



EET

102089240

To the Commissioner, United States Patent

Please record the attached original documents or copy thereof.

1. Name of conveying party(ies)

- (1) Sam Gerace
- (2) Stephen Evans
- (3) Scott Jangro
- (4) Craig Palli
- (5) Raj Melville

5.7.02

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

2. Name and address of receiving party(ies)

Name: Be Free, Inc.

Internal Address: _____

Street Address: 154 Crane Meadow Rd. #100

City: Marlborough State: MA ZIP: 01752

Additional name(s) & address(es) attached? Yes No

3. Nature of conveyance:

- Assignment Merger
- Security Agreement Change of Name
- Other _____

Execution Date: (1) 3/26/02; (2,4) 4/12/02; (3,7) 3/21/02;
(5) 3/27/02; (6) 4/29/02; (8) 3/22/02

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)
09/994,368

B. Patent No.(s)

Additional numbers attached? Yes No

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

Name: Mary Lou Wakimura, Esq.

Internal Address: _____

Hamilton, Brook, Smith & Reynolds, P.C.

Street Address: 530 Virginia Road, P.O. Box 9133

City: Concord State: MA ZIP: 01742-9133

6. Total number of applications and patents involved

7. Total Fee (37 C.F.R. 3.41)..... \$ 40.00

- Enclosed
- Authorized to charge any deficiencies or credit any overpayment to deposit account
- Authorized to be charged to deposit account

8. Deposit account number:

08-0380

(Attach duplicate copy of this page if paying by deposit account)

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.

Mary Lou Wakimura

Name of Person Signing

Mary Lou Wakimura
Signature

5/2/02
Date

05/13/2002 DBYRNE 00000164 09944368
01 FC:581

To ~~40.00~~ per of pages including cover sheet, attachments, and document: [44]

RECORDATION FORM COVER SHEET - PAGE 2

Names of conveying parties:

(6) Ellen Brezniak

(7) Padmanabhan Krishnamoorthy

(8) John L. Mihalik

JointASSIGNMENT

WHEREAS, we, **Thomas A. Gerace, Sam Gerace, Stephen Evans, Scott Jangro, Craig Palli, Raj Melville, Ellen Brezniak, Padmanabhan Krishnamoorthy and John L. Mihalik**, have invented a certain improvement in **METHOD AND APPARATUS FOR GENERATING WEBSITE LINKS** described in an application for Letters Patent of the United States, the specification of which:

- is being executed on even date herewith and is about to be filed in the United States Patent Office;
- was filed on November 27, 2001 as Application No. 09/994,368;
- was patented under U.S. Patent No. [] on [].

WHEREAS, **Be Free, Inc.** (hereinafter "ASSIGNEE"), a corporation organized and existing under the laws of the **State of Delaware**, and having a usual place of business at **154 Crane Meadow Road #100, Marlborough, Massachusetts 01752** desires to acquire an interest therein in accordance with agreements duly entered into with us;

NOW, THEREFORE, to all whom it may concern be it known that for and in consideration of said agreements and of other good and valuable consideration, the receipt of which is hereby acknowledged, we have sold, assigned and transferred and by these presents do hereby sell, assign and transfer unto said ASSIGNEE, its successors, assigns and legal representatives, the entire right, title and interest in and throughout the United States of America, its territories and all foreign countries, in and to said invention as described in said application, together with the entire right, title and interest in and to said application and such Letters Patent as may issue thereon; said invention, application and Letters Patent to be held and enjoyed by said ASSIGNEE for its own use and behalf and for its successors, assigns and legal representatives, to the full end of the term for which said Letters Patent may be granted as fully and entirely as the same would have been held by us had this assignment and sale not been made; we hereby convey all rights arising under or pursuant to any and all international agreements, treaties or laws relating to the protection of industrial property by filing any such applications for Letters Patent. We hereby acknowledge that this assignment, being of the entire right, title and interest in and to said invention, carries with it the right in ASSIGNEE to apply for and obtain from competent authorities in all countries of the world any and all Letters Patent by attorneys and agents of ASSIGNEE's selection and the right to procure the grant of all such Letters Patent to ASSIGNEE for its own name as assignee of the entire right, title and interest therein;

AND, we hereby further agree for ourselves and our executors and administrators to execute upon request any other lawful documents and likewise to perform any other lawful acts which may be deemed necessary to secure fully the aforesaid invention to said ASSIGNEE, its successors, assigns and legal representatives, but at its or their expense and charges, including the execution of applications for patents in foreign countries, and the execution of substitution, reissue, divisional or continuation applications and preliminary or other statements and the giving

of testimony in any interference or other proceeding in which said invention or any application or patent directed thereto may be involved;

AND, we do hereby authorize and request the Commissioner of Patents of the United States to issue such Letters Patent as shall be granted upon said application or applications based thereon to said ASSIGNEE, its successors, assigns, and legal representatives.

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

[Handwritten Signature]

Sam Gerace

State/Commonwealth

of Massachusetts

County of Suffolk

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this 26th day of March, 2002.

(SEAL)

[Handwritten Signature]

Notary Public

Ira Lavin

(print name)

My Commission expires 10 / 4 / 02

Inventor's Signature: _____

Stephen Evans

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Scott Jangro

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public
_____ (print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Craig Palli

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public
_____ (print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Raj Melville

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Ellen Brezniak

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Padmanabhan Krishnamoorthy

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and
acknowledged that he executed the foregoing instrument as his free act and deed this
_____ day of _____, 20_____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged
that he executed the foregoing instrument as his free act and deed this _____ day of
_____, 20_____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Crane

Docket No. 2128.2001-001

Joint

ASSIGNMENT

WHEREAS, we, **Thomas A. Gerace, Sam Gerace, Stephen Evans, Scott Jangro, Craig Palli, Raj Melville, Ellen Brezniak, Padmanabhan Krishnamoorthy and John L. Mihalik**, have invented a certain improvement in **METHOD AND APPARATUS FOR GENERATING WEBSITE LINKS** described in an application for Letters Patent of the United States, the specification of which:

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- was filed on November 27, 2001 as Application No. 09/994,368;
- was patented under U.S. Patent No. [] on [].

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AND, we hereby further agree for ourselves and our executors and administrators to execute upon request any other lawful documents and likewise to perform any other lawful acts which may be deemed necessary to secure fully the aforesaid invention to said ASSIGNEE, its successors, assigns and legal representatives, but at its or their expense and charges, including the execution of applications for patents in foreign countries, and the execution of substitution, reissue, divisional or continuation applications and preliminary or other statements and the giving

of testimony in any interference or other proceeding in which said invention or any application or patent directed thereto may be involved;

AND, we do hereby authorize and request the Commissioner of Patents of the United States to issue such Letters Patent as shall be granted upon said application or applications based thereon to said ASSIGNEE, its successors, assigns, and legal representatives.

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Sam Gerace

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Stephen Evans

State/Commonwealth
of Massachusetts
County of Middlesex

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this 12th day of April, 2008.

(SEAL) _____ Notary Public
Deborah A Lindstedt
Deborah A Lindstedt (print name) **Deborah A. Lindstedt**
NOTARY PUBLIC
My Commission expires ____/____/____ **My commission expires Dec. 20, 2007**

Inventor's Signature: _____
Scott Jangro

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____ 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Craig Palli

State/Commonwealth _____
of Massachusetts
County of Middlesex

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this 12th day of April, 2002.

(SEAL) _____ Notary Public

(print name)
My Commission expires 10/04/02

Inventor's Signature: _____
Raj Melville

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Ellen Brezniak

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____

Padmanabhan Krishnamoorthy

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

_____ (print name)

My Commission expires ____/____/____

Inventor's Signature: _____

John L. Mihalik

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

_____ (print name)

My Commission expires ____/____/____

JointASSIGNMENT

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IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Sam Gerace

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

_____ (print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Stephen Evans

State/Commonwealth
of _____

County of _____

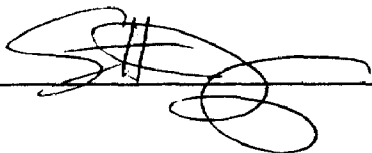
Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

_____ (print name)

My Commission expires ____/____/____

Inventor's Signature: _____



Scott Jangro

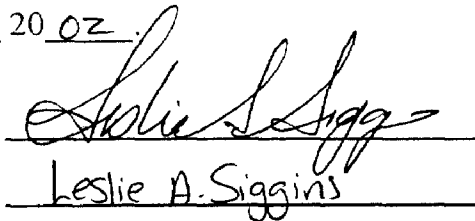
State/Commonwealth

of Massachusetts

County of Middlesex

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this 21st day of March, 2002.

(SEAL)


Leslie A. Siggins

Notary Public

(print name)

My Commission expires 7 / 24 / 03

Inventor's Signature: _____

Craig Palli

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires / /

Inventor's Signature: _____
Raj Melville

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Ellen Brezniak

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Padmanabhan Krishnamoorthy

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and
acknowledged that he executed the foregoing instrument as his free act and deed this
_____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged
that he executed the foregoing instrument as his free act and deed this _____ day of
_____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

\\ODMA\MHODMA\IMANAGE\275973;1

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WHEREAS, we, **Thomas A. Gerace, Sam Gerace, Stephen Evans, Scott Jangro, Craig Palli, Raj Melville, Ellen Brezniak, Padmanabhan Krishnamoorthy and John L. Mihalik**, have invented a certain improvement in **METHOD AND APPARATUS FOR GENERATING WEBSITE LINKS** described in an application for Letters Patent of the United States, the specification of which:

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IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Sam Gerace

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Stephen Evans

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Scott Jangro

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Craig Palli

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Raj Melville

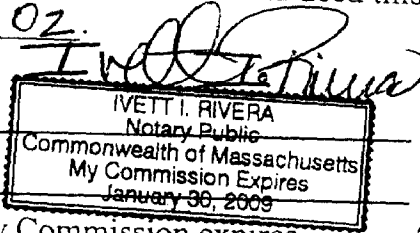
State/Commonwealth

of MASSACHUSETTS

County of SUFFOLK

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this 27 day of March, 2002.

(SEAL)



Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Ellen Brezniak

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Padmanabhan Krishnamoorthy

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and
acknowledged that he executed the foregoing instrument as his free act and deed this
_____ day of _____, 20_____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged
that he executed the foregoing instrument as his free act and deed this _____ day of
_____, 20_____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

ODMAMHODMAMMANAGE:275973:1

ASSIGNMENT

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- was patented under U.S. Patent No. [] on [].

WHEREAS, **Be Free, Inc.** (hereinafter "ASSIGNEE"), a corporation organized and existing under the laws of the **State of Delaware**, and having a usual place of business at **154 Crane Meadow Road #100, Marlborough, Massachusetts 01752** desires to acquire an interest therein in accordance with agreements duly entered into with us;

NOW, THEREFORE, to all whom it may concern be it known that for and in consideration of said agreements and of other good and valuable consideration, the receipt of which is hereby acknowledged, we have sold, assigned and transferred and by these presents do hereby sell, assign and transfer unto said ASSIGNEE, its successors, assigns and legal representatives, the entire right, title and interest in and throughout the United States of America, its territories and all foreign countries, in and to said invention as described in said application, together with the entire right, title and interest in and to said application and such Letters Patent as may issue thereon; said invention, application and Letters Patent to be held and enjoyed by said ASSIGNEE for its own use and behalf and for its successors, assigns and legal representatives, to the full end of the term for which said Letters Patent may be granted as fully and entirely as the same would have been held by us had this assignment and sale not been made; we hereby convey all rights arising under or pursuant to any and all international agreements, treaties or laws relating to the protection of industrial property by filing any such applications for Letters Patent. We hereby acknowledge that this assignment, being of the entire right, title and interest in and to said invention, carries with it the right in ASSIGNEE to apply for and obtain from competent authorities in all countries of the world any and all Letters Patent by attorneys and agents of ASSIGNEE's selection and the right to procure the grant of all such Letters Patent to ASSIGNEE for its own name as assignee of the entire right, title and interest therein;

AND, we hereby further agree for ourselves and our executors and administrators to execute upon request any other lawful documents and likewise to perform any other lawful acts which may be deemed necessary to secure fully the aforesaid invention to said ASSIGNEE, its successors, assigns and legal representatives, but at its or their expense and charges, including the execution of applications for patents in foreign countries, and the execution of substitution, reissue, divisional or continuation applications and preliminary or other statements and the giving

of testimony in any interference or other proceeding in which said invention or any application or patent directed thereto may be involved;

AND, we do hereby authorize and request the Commissioner of Patents of the United States to issue such Letters Patent as shall be granted upon said application or applications based thereon to said ASSIGNEE, its successors, assigns, and legal representatives.

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public
(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Sam Gerace

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Stephen Evans

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Scott Jangro

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Craig Palli

State/Commonwealth _____
of _____
County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Raj Melville

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Ellen M. Brezniak
Ellen Brezniak

State/Commonwealth _____

of Massachusetts

County of Norfolk

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this 29th day of April, 2002.

(SEAL) Brenda Hendron Notary Public
Brenda Hendron (print name)
My Commission expires BRENDA M. HENDRON - NOTARY PUBLIC
MY COMMISSION EXPIRES June 18, 2005

Inventor's Signature: _____
Padmanabhan Krishnamoorthy

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of _____

County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

JointASSIGNMENT

WHEREAS, we, **Thomas A. Gerace, Sam Gerace, Stephen Evans, Scott Jangro, Craig Palli, Raj Melville, Ellen Brezniak, Padmanabhan Krishnamoorthy and John L. Mihalik**, have invented a certain improvement in **METHOD AND APPARATUS FOR GENERATING WEBSITE LINKS** described in an application for Letters Patent of the United States, the specification of which:

- is being executed on even date herewith and is about to be filed in the United States Patent Office;
- was filed on November 27, 2001 as Application No. 09/994,368;
- was patented under U.S. Patent No. [] on [] .

WHEREAS, **Be Free, Inc.** (hereinafter "ASSIGNEE"), a corporation organized and existing under the laws of the **State of Delaware**, and having a usual place of business at **154 Crane Meadow Road #100, Marlborough, Massachusetts 01752** desires to acquire an interest therein in accordance with agreements duly entered into with us;

NOW, THEREFORE, to all whom it may concern be it known that for and in consideration of said agreements and of other good and valuable consideration, the receipt of which is hereby acknowledged, we have sold, assigned and transferred and by these presents do hereby sell, assign and transfer unto said ASSIGNEE, its successors, assigns and legal representatives, the entire right, title and interest in and throughout the United States of America, its territories and all foreign countries, in and to said invention as described in said application, together with the entire right, title and interest in and to said application and such Letters Patent as may issue thereon; said invention, application and Letters Patent to be held and enjoyed by said ASSIGNEE for its own use and behalf and for its successors, assigns and legal representatives, to the full end of the term for which said Letters Patent may be granted as fully and entirely as the same would have been held by us had this assignment and sale not been made; we hereby convey all rights arising under or pursuant to any and all international agreements, treaties or laws relating to the protection of industrial property by filing any such applications for Letters Patent. We hereby acknowledge that this assignment, being of the entire right, title and interest in and to said invention, carries with it the right in ASSIGNEE to apply for and obtain from competent authorities in all countries of the world any and all Letters Patent by attorneys and agents of ASSIGNEE's selection and the right to procure the grant of all such Letters Patent to ASSIGNEE for its own name as assignee of the entire right, title and interest therein;

AND, we hereby further agree for ourselves and our executors and administrators to execute upon request any other lawful documents and likewise to perform any other lawful acts which may be deemed necessary to secure fully the aforesaid invention to said ASSIGNEE, its successors, assigns and legal representatives, but at its or their expense and charges, including the execution of applications for patents in foreign countries, and the execution of substitution, reissue, divisional or continuation applications and preliminary or other statements and the giving

of testimony in any interference or other proceeding in which said invention or any application or patent directed thereto may be involved;

AND, we do hereby authorize and request the Commissioner of Patents of the United States to issue such Letters Patent as shall be granted upon said application or applications based thereon to said ASSIGNEE, its successors, assigns, and legal representatives.

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Sam Gerace

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Stephen Evans

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Scott Jangro

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____
Craig Palli

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)
My Commission expires ____/____/____

Inventor's Signature: _____

Raj Melville

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Ellen Brezniak

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: *Padmanabhan Krishnamoorthy*

Padmanabhan Krishnamoorthy

State/Commonwealth
of Pennsylvania
County of Allegheny

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and
acknowledged that he executed the foregoing instrument as his free act and deed this
21st day of March, 2002.

(SEAL)

Daniel A. [Signature] Notary Public
(print name)

My Commission Expires Nov. 22, 2004
Notarial Seal
Daniel A. [Signature] Notary Public
Pittsburgh, Allegheny County
My Commission Expires Nov. 22, 2004

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged
that he executed the foregoing instrument as his free act and deed this _____ day of
_____, 20____.

(SEAL)

Notary Public

(print name)
My Commission expires ____/____/____

Docket No. 2128.2001-001JointASSIGNMENT

WHEREAS, we, **Thomas A. Gerace, Sam Gerace, Stephen Evans, Scott Jangro, Craig Palli, Raj Melville, Ellen Brezniak, Padmanabhan Krishnamoorthy and John L. Mihalik**, have invented a certain improvement in **METHOD AND APPARATUS FOR GENERATING WEBSITE LINKS** described in an application for Letters Patent of the United States, the specification of which:

- is being executed on even date herewith and is about to be filed in the United States Patent Office;
- was filed on November 27, 2001 as Application No. 09/994,368;
- was patented under U.S. Patent No. [] on [].

WHEREAS, **Be Free, Inc.** (hereinafter "ASSIGNEE"), a corporation organized and existing under the laws of the **State of Delaware**, and having a usual place of business at **154 Crane Meadow Road #100, Marlborough, Massachusetts 01752** desires to acquire an interest therein in accordance with agreements duly entered into with us;

NOW, THEREFORE, to all whom it may concern be it known that for and in consideration of said agreements and of other good and valuable consideration, the receipt of which is hereby acknowledged, we have sold, assigned and transferred and by these presents do hereby sell, assign and transfer unto said ASSIGNEE, its successors, assigns and legal representatives, the entire right, title and interest in and throughout the United States of America, its territories and all foreign countries, in and to said invention as described in said application, together with the entire right, title and interest in and to said application and such Letters Patent as may issue thereon; said invention, application and Letters Patent to be held and enjoyed by said ASSIGNEE for its own use and behalf and for its successors, assigns and legal representatives, to the full end of the term for which said Letters Patent may be granted as fully and entirely as the same would have been held by us had this assignment and sale not been made; we hereby convey all rights arising under or pursuant to any and all international agreements, treaties or laws relating to the protection of industrial property by filing any such applications for Letters Patent. We hereby acknowledge that this assignment, being of the entire right, title and interest in and to said invention, carries with it the right in ASSIGNEE to apply for and obtain from competent authorities in all countries of the world any and all Letters Patent by attorneys and agents of ASSIGNEE's selection and the right to procure the grant of all such Letters Patent to ASSIGNEE for its own name as assignee of the entire right, title and interest therein;

AND, we hereby further agree for ourselves and our executors and administrators to execute upon request any other lawful documents and likewise to perform any other lawful acts which may be deemed necessary to secure fully the aforesaid invention to said ASSIGNEE, its successors, assigns and legal representatives, but at its or their expense and charges, including the execution of applications for patents in foreign countries, and the execution of substitution, reissue, divisional or continuation applications and preliminary or other statements and the giving

of testimony in any interference or other proceeding in which said invention or any application or patent directed thereto may be involved;

AND, we do hereby authorize and request the Commissioner of Patents of the United States to issue such Letters Patent as shall be granted upon said application or applications based thereon to said ASSIGNEE, its successors, assigns, and legal representatives.

IN TESTIMONY WHEREOF, we have hereunto set our hands and affixed our seals the date set forth below.

Inventor's Signature: _____

Thomas A. Gerace

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Thomas A. Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Sam Gerace

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Sam Gerace** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Stephen Evans

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Stephen Evans** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL) _____ Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Scott Jangro

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Scott Jangro** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Craig Palli

State/Commonwealth _____

of _____

County of _____

Then personally appeared before me the above-named **Craig Palli** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Raj Melville

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Raj Melville** and acknowledged that he executed the foregoing instrument as his free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____

Ellen Brezniak

State/Commonwealth

of _____

County of _____

Then personally appeared before me the above-named **Ellen Brezniak** and acknowledged that she executed the foregoing instrument as her free act and deed this _____ day of _____, 20____.

(SEAL)

Notary Public

(print name)

My Commission expires ____/____/____

Inventor's Signature: _____
Padmanabhan Krishnamoorthy

State/Commonwealth
of _____
County of _____

Then personally appeared before me the above-named **Padmanabhan Krishnamoorthy** and
acknowledged that he executed the foregoing instrument as his free act and deed this
_____ day of _____, 20_____.

(SEAL) _____ Notary Public
_____ (print name)
My Commission expires ____/____/____

Inventor's Signature: _____
John L. Mihalik

State/Commonwealth
of Pennsylvania
County of Allegheny

Then personally appeared before me the above-named **John L. Mihalik** and acknowledged
that he executed the foregoing instrument as his free act and deed this 2ND day of
MARCH, 2002.

(SEAL) _____ Notary Public
JANET A. STEWART (print name)
My Commission expires 6/24/2004

Notary Seal
Janet A. Stewart, Notary Public
P.O. Box 100, _____ County
My Commission expires June 24, 2004
Member, Board of Notaries