

05-22-2002

In place of Form PTO-1595



Docket No. AUS920010235US1

RE

102098602

MPD 5-22-02

To the Assistant Commissioner for Patents: Please record the attached original documents or copy thereof.

<b>1. Name of conveying party(ies):</b> (1) Catherine M. Baritell (2) Ann H. Spivey Additional name(s) of conveying party(ies) attached? ___ Yes ___ No	<b>Execution Date:</b> <u>April 25, 2002</u> <u>April 24, 2002</u>
<b>2. Name and address of receiving party(ies):</b> International Business Machines Corporation New Orchard Road Armonk, New York 10504	<b>3. Nature of conveyance:</b> <input checked="" type="checkbox"/> Assignment      ___ Merger ___ Security Agreement      ___ Change of Name ___ Other _____
<b>4. Application number(s) or patent number(s):</b> If this document is being filed together with a new application, the execution date of the application is (1) _____ (2) _____ A. Patent Application No.(s) <u>09/895,977</u> B. Patent No.(s) _____	

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

Leslie A. Van Leeuwen  
IBM Corporation  
Intellectual Property Law  
11400 Burnet Road  
Austin, TX 78758  
512-823-6746

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

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

\_\_\_ Enclosed  
 Authorized to be charged to deposit account

**8. Deposit account number:**  
09-0447

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**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.

Leslie A. Van Leeuwen      Leslie A. Van Leeuwen      5/20/02  
Name of Person Signing      Signature      Date

Total number of pages including cover sheet: 3

ASSIGNMENT

Whereas, we,

(1) Catherine M. Baritell  
County of Wake

of Raleigh  
and State of North Carolina

and (2) Ann H. Spivey  
County of Wake

of Raleigh  
and State of North Carolina

have invented certain improvement in

SYSTEM AND METHOD FOR ORGANIZATIONAL RISK BASED ON PERSONNEL  
PLANNING FACTORS

and executed a United States patent application therefore on  
(Date Inventor Signed Declaration) (1) April 25, 2002; and (2) \_\_\_\_\_, 2002.

Whereas, INTERNATIONAL BUSINESS MACHINES CORPORATION, a corporation of New York, having a place of business at Armonk, New York 10504, (hereinafter called IBM), desires to acquire the entire right, title and interest in the said application and invention, and to any United States and foreign patents to be obtained therefore;

Now therefore, for a valuable consideration, receipt whereof is hereby acknowledged, I, the above named, hereby sell, assign, and transfer to IBM, its successors and assigns, the entire right, title and interest in the said application and invention therein disclosed for the United States and foreign countries, and all rights of priority resulting from the filing of said United States application, and I request the Commissioner of Patents to issue any Letters Patent granted upon the invention set forth in said application to IBM, its successors and assigns; and I hereby agree that IBM may apply for foreign Letters Patent on said invention and I will execute all papers necessary in connection with the United States and foreign applications when called upon to do so by IBM.

(1) Signed at Raleigh, North Carolina on April 25, 2002.

Catherine M. Baritell  
Catherine M. Baritell

(2) Signed at \_\_\_\_\_ on \_\_\_\_\_, 2002.

\_\_\_\_\_  
Ann H. Spivey

ASSIGNMENT

Whereas, we,

(1) Catherine M. Baritell  
County of Wake

of Raleigh  
and State of North Carolina

and(2) Ann H. Spivey  
County of Wake

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have invented certain improvement in

**SYSTEM AND METHOD FOR ORGANIZATIONAL RISK BASED ON PERSONNEL PLANNING FACTORS**

and executed a United States patent application therefore on  
(Date Inventor Signed Declaration) (1) \_\_\_\_\_, 2002; and (2) April 24, 2002.

Whereas, INTERNATIONAL BUSINESS MACHINES CORPORATION, a corporation of New York, having a place of business at Armonk, New York 10504, (hereinafter called IBM), desires to acquire the entire right, title and interest in the said application and invention, and to any United States and foreign patents to be obtained therefore;

Now therefore, for a valuable consideration, receipt whereof is hereby acknowledged, I, the above named, hereby sell, assign, and transfer to IBM, its successors and assigns, the entire right, title and interest in the said application and invention therein disclosed for the United States and foreign countries, and all rights of priority resulting from the filing of said United States application, and I request the Commissioner of Patents to issue any Letters Patent granted upon the invention set forth in said application to IBM, its successors and assigns; and I hereby agree that IBM may apply for foreign Letters Patent on said invention and I will execute all papers necessary in connection with the United States and foreign applications when called upon to do so by IBM.

(1) Signed at \_\_\_\_\_ on \_\_\_\_\_, 2002.

\_\_\_\_\_  
Catherine M. Baritell

(2) Signed at Durham, NC on April 24, 2002.

Ann H. Spivey  
Ann H. Spivey