


Substitute Form PTO-1595
 Attorney Docket No.: 14066-005001
 Client's Ref. No.: 2002P00232 US

RECORDATION FORM COVER SHEET PATENTS ONLY

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1. Name of conveying party(ies): Kevin V. Fliess, Dennis B. Moore and Irene Ivashenko Additional name(s) attached? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	2. Name and address of receiving party(ies): SAP AKTIENGESELLSCHAFT Neurottstrasse 16 69190 Walldorf Germany Additional names/addresses attached? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3. Nature of conveyance: <input checked="" type="checkbox"/> Assignment <input type="checkbox"/> Merger <input type="checkbox"/> Security Agreement <input type="checkbox"/> Change of Name <input type="checkbox"/> Other: Execution Date: 8/27/2003 and 9/3/2003	
4. Application number(s) or patent number(s): If this document is being filed with a new application, the execution date of the application is: A. Patent Application No(s): 10/210,765 B. Patent No(s): Additional numbers attached? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
5. Name/address of party to whom correspondence concerning document should be mailed: WILLIAM E. HUNTER Fish & Richardson P.C. 12390 El Camino Real San Diego, CA 92130	6. Total number of applications/patents involved: 1 7. Total fee (37 CFR §3.41): \$40 <input type="checkbox"/> Enclosed <input checked="" type="checkbox"/> Authorized to charge Deposit Account. 8. Deposit Account No.: 06-1050 Please apply any additional charges, or any credits, to our Deposit Account No. 06-1050.
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9. Statement and Signature: <i>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.</i>	
William E. Hunter Reg. No. 47,671 Name of Person Signing	<div style="text-align: center;">  Signature </div> <div style="text-align: center;"> Oct. 31, 2003 Date </div>
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PATENT

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ASSIGNMENT

For valuable consideration, we, Kevin V. Fliess, Dennis B. Moore and Irene Ivashenko, hereby assign to SAP Aktiengesellschaft, a German Corporation, having a place of business at Neurottstrasse 16, D-69190 Walldorf, Germany, and its successors, and assigns (collectively, "the ASSIGNEE") our entire right, title and interest throughout the world in the inventions and improvements that are the subject of a patent document entitled

Assisted Profiling of Skills in an Enterprise Management System

and which is found in

U.S. patent application filed on 7/31/2002
[x] under Application No. 10/210,765

We authorize and request the attorneys of record or the attorney filing the application to insert into this assignment the filing date and serial number of the application when known.

This assignment includes the foregoing patent application or patent, all legal equivalents in any country, and all patents issuing from such legal equivalents; all patents, utility models, and design registrations granted by any jurisdiction for any of said inventions and improvements; and the right to claim priority based on the filing date of the foregoing patent application or patent under the International Convention for the Protection of Industrial Property, the Patent Cooperation Treaty, the European Patent Convention, and all other treaties of like purposes. We authorize the Assignee to apply in all countries in our names or in its own name for patents, utility models, and design registrations and like rights of exclusion and for inventors' certificates for said inventions and improvements.

We hereby state and agree that no assignment, sale, agreement, or encumbrance has been or will be made or entered into that would conflict with this assignment.

We further agree for ourselves and our respective heirs, legal representatives, and assigns to provide to the Assignee promptly upon its request and at its expense all pertinent facts and documents relating to any of said inventions and improvements or said patents and legal equivalents as may be known and accessible to us and to testify as to the same in any interference, litigation, or proceeding relating thereto; and we agree promptly to perform such lawful acts and to sign such further applications, assignments, statements, and other lawful documents as the Assignee may reasonably request to effectuate fully this assignment.

Inventor's Signature Kevin V. Fliess
Kevin V. Fliess

Witnessed by: MARIN DONOVAN
Signature

Date 8/27/03

Print Name MARIN DONOVAN

Inventor's Signature Dennis B. Moore
Dennis B. Moore

Witnessed by: MARIN DONOVAN
Signature

Date 9/3/03

Print Name MARIN DONOVAN

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Inventor's Signature

Irene Ivashenko

Witnessed by:

Signature

Print Name

Date

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