

FORM PTO-1595
(Rev. 6-93)
OMB No. 0651-0011 (exp. 4/94)
Docket No. KOLS.142PA

RECORDATION FORM COVER SHEET
PATENTS ONLY

U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office

To the Commissioner of Patents and Trademarks: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):

Mika HALLAMAA
Mikko SAHINOJA
Eero KAAPPA

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

Nokia Corporation
Keilalahdentie 4
FIN-02150 Espoo
FINLAND

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

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

3. Nature of conveyance:

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

Execution Date: October 29, 2004

4. Application number(s) or patent number(s):

If this document is being filed together with a new application, the filing date of the application is:

A. Patent Application No.(s)

10/966,503 filed on October 15, 2004

B. Patent No.(s)

Additional numbers attached? Yes No

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

Name: Steven R. Funk
Address: CRAWFORD MAUNU PLLC
1270 Northland Drive
Suite 390
St. Paul, MN 55120

6. Total number of applications and patents involved: 1

7. Total fee (37 CFR 3.41): \$40
 Authorized to be charged to deposit account number 50-0996 (KOLS.142PA)

8. Please charge any additional fees or credit any overpayments to the above-referenced Deposit account number.


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.

Steven R. Funk

Name of Person Signing



Signature

12/14/04

Date

Transmitted to: PTO Assignment Division (703) 306-5925

Total number of pages including cover sheet, attachments, and document: 5

Do not detach this portion

Mail documents to be recorded with required cover sheet information to:

Director of the United States Patent and Trademark Office
Assignment Division
P.O. Box 1450
Alexandria, VA 22113-1450

Public burden reporting for this sample cover sheet is estimated to average about 30 minutes per document to be recorded, including time for reviewing the document and gathering the data needed, and completing and reviewing the sample cover sheet. Send comments regarding this burden estimate to the U.S. Patent and Trademark Office, Office of information systems, PK2-1000C, Washington, D.C. 20231, and to the Office of Management and Budget, Paperwork Reduction Project (0651-0011), Washington, D.C. 20503.

CH \$40.00 500996 10966503

Docket No. KOLS.

ASSIGNMENT

at WHEREAS, we: Mika HALLAMAA, Mikko SAHINOJA and Eero KAAPPA, residing
Hallamaa: Vesilinnankatu 8 A 20, FI-33230 Tampere, Finland

Sahinoja: Linnainmaanraitti 16 B 12, FI-33580 Tampere, Finland

Kaappa: Pyynikintie 17 C 31, FI-33230 Tampere, Finland

; made certain new and useful inventions and improvements for which we herewith file
an application for which Letters Patent of the United States; which is entitled: ARRANGING
MANAGEMENT OPERATIONS IN MANAGEMENT SYSTEM; having serial number 10/966,503
and filed on 15 October 2004 (Atty. Docket No. KOLS.142PA/2041433US).

AND WHEREAS, Nokia Corporation, a corporation organized under the laws of Finland
and having an office and place of business at Keilalahdentie 4, FIN-02150 Espoo, FINLAND (hereinafter
"Assignee"), is desirous of acquiring the entire right, title and interest in and to said inventions,
improvements and application and in and to the Letters Patent to be obtained therefor;

NOW THEREFORE, to all whom it may concern, be it known that for and in
consideration of the sum of One Dollar and other good and valuable considerations, the receipt and
sufficiency whereof is hereby acknowledged, we have sold, assigned, and transferred, and by these
presents do sell, assign and transfer unto said Assignee, its successors or assigns, the entire right, title and
interest for all countries in and to all inventions and improvements disclosed in the aforesaid application,
and in and to the application, all divisions, continuations, or renewals thereof, all Letters Patent which
may be granted therefrom, and all reissues or extensions of such patents, and in and to any and all
applications which have been or shall be filed in any foreign countries for Letters Patent on the
inventions and improvements, including an assignment of all rights under the provisions of the
International Convention, and all Letters Patent of foreign countries which may be granted therefrom;
and we do hereby authorize and request the Commissioner of Patents and Trademarks to issue any and all
United States Letters Patent for the aforesaid inventions and improvements to the Assignee as the
assignee of the entire right, title and interest in and to the same, for the use of the Assignee, its successors
and assigns.

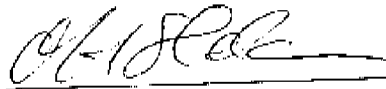
AND, for the consideration aforesaid, we do hereby agree that we and our executors and
legal representatives will make, execute and deliver any and all other instruments in writing including
any and all further application papers, affidavits, assignments and other documents, and will
communicate to said Assignee, its successors and representatives all facts known to us relating to said
improvements and the history thereof and will testify in all legal proceedings and generally do all things

Docket No. KOLS.

which may be necessary or desirable more effectually to secure to and vest in said Assignee, its successors or assigns the entire right, title and interest in and to the improvements, inventions, applications, Letters Patent, rights, titles, benefits, privileges and advantages hereby sold, assigned and conveyed, or intended so to be.

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

IN TESTIMONY WHEREOF, I have hereunto set my hand this 20 day of October, 2004.


Mika Hallamaa

IN TESTIMONY WHEREOF, I have hereunto set my hand this _____ day of _____, 2004.

Mikko Sahinoja

IN TESTIMONY WHEREOF, I have hereunto set my hand this _____ day of _____, 2004.

Eero Kaappa

Docket No. KOLS.

ASSIGNMENT

WHEREAS, we: Mika HALLAMAA, Mikko SAHINOJA and Eero KAAPPA, residing
at Hallamaa: Vesilinnankatu 8 A 20, FI-33230 Tampere, Finland
Sahinoja: Linnainmaanraitti 16 B 12, FI-33580 Tampere, Finland
Kaappa: Pyynikintie 17 C 31, FI-33230 Tampere, Finland

; made certain new and useful inventions and improvements for which we herewith file
an application for which Letters Patent of the United States; which is entitled: ARRANGING
MANAGEMENT OPERATIONS IN MANAGEMENT SYSTEM; having serial number 10/966,503
and filed on 15 October 2004 (Atty. Docket No. KOLS.142PA/2041433US).

AND WHEREAS, Nokia Corporation, a corporation organized under the laws of Finland
and having an office and place of business at Keilalahdentie 4, FIN-02150 Espoo, FINLAND (hereinafter
"Assignee"), is desirous of acquiring the entire right, title and interest in and to said inventions,
improvements and application and in and to the Letters Patent to be obtained therefor;

NOW THEREFORE, to all whom it may concern, be it known that for and in
consideration of the sum of One Dollar and other good and valuable considerations, the receipt and
sufficiency whereof is hereby acknowledged, we have sold, assigned, and transferred, and by these
presents do sell, assign and transfer unto said Assignee, its successors or assigns, the entire right, title and
interest for all countries in and to all inventions and improvements disclosed in the aforesaid application,
and in and to the application, all divisions, continuations, or renewals thereof, all Letters Patent which
may be granted therefrom, and all reissues or extensions of such patents, and in and to any and all
applications which have been or shall be filed in any foreign countries for Letters Patent on the
inventions and improvements, including an assignment of all rights under the provisions of the
International Convention, and all Letters Patent of foreign countries which may be granted therefrom;
and we do hereby authorize and request the Commissioner of Patents and Trademarks to issue any and all
United States Letters Patent for the aforesaid inventions and improvements to the Assignee as the
assignee of the entire right, title and interest in and to the same, for the use of the Assignee, its successors
and assigns.

AND, for the consideration aforesaid, we do hereby agree that we and our executors and
legal representatives will make, execute and deliver any and all other instruments in writing including
any and all further application papers, affidavits, assignments and other documents, and will
communicate to said Assignee, its successors and representatives all facts known to us relating to said
improvements and the history thereof and will testify in all legal proceedings and generally do all things

Docket No. KOLS.

which may be necessary or desirable more effectually to secure to and vest in said Assignee, its successors or assigns the entire right, title and interest in and to the improvements, inventions, applications, Letters Patent, rights, titles, benefits, privileges and advantages hereby sold, assigned and conveyed, or intended so to be.

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

IN TESTIMONY WHEREOF, I have hereunto set my hand this _____ day of _____, 2004.

Mika Hallamaa

IN TESTIMONY WHEREOF, I have hereunto set my hand this 29 day of October, 2004.

Mikko Sahinoja
Mikko Sahinoja

IN TESTIMONY WHEREOF, I have hereunto set my hand this 29 day of October, 2004.

Eero Kaappa
Eero Kaappa