

07-26-2004

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102798500

To the Director of the U.S. Patent and Trademark Office: Please record the attached documents or the new address(es) below.

1. Name of conveying party(ies)/Execution Date(s):

Thomas E. Eisma
Steven E. Eisma
Joel E. Eisma
Mark D. Glenzinski
Ryan E. Cogswell

7-15-04

Execution Date(s) all on 07/14/2004

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

2. Name and address of receiving party(ies)

Name: Data Solutions, Inc.

Internal Address: _____

Street Address: 5900 Baker Road

City: Minnetonka

State: MN

Country: US

Zip: 55345

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

3. Nature of conveyance:

- Assignment Merger
- Security Agreement Change of Name
- Government Interest Assignment
- Executive Order 9424, Confirmatory License
- Other _____

4. Application or patent number(s):

This document is being filed together with a new application.

A. Patent Application No.(s)

B. Patent No.(s)

10/892416

Additional numbers attached? Yes No

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

Name: E.J. Brooks & Associates, PLLC

Internal Address: _____

Street Address: 1221 Nicollet Avenue, Ste 500

City: Minneapolis

State: MN

Zip: 55403

Phone Number: (612) 659-9340

Fax Number: (612) 659-9340

Email Address: brooks@bipl.net

6. Total number of applications and patents involved:

1

7. Total fee (37 CFR 1.21(h) & 3.41) \$ 40.00

- Authorized to be charged by credit card
- Authorized to be charged to deposit account
- Enclosed
- None required (government interest not affecting title)

8. Payment Information

a. Credit Card Last 4 Numbers _____
Expiration Date _____

b. Deposit Account Number _____

Authorized User Name _____

9. Signature:

07/15/2004

Signature

Date

Edward J. Brooks III

Name of Person Signing

Total number of pages including cover sheet, attachments, and documents:

5

Documents to be recorded (including cover sheet) should be faxed to (703) 306-5995, or mailed to:
Mail Stop Assignment Recordation Services, Director of the USPTO, P.O.Box 1450, Alexandria, V.A. 22313-1450

07/23/2004 MSETACHE 00000075 10892416

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19270 U.S. PTO
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ASSIGNMENT

WHEREAS, WE, Thomas E. Eisma, residing at 6096 150th Street, SE, Prior Lake, MN 55372, Steven E. Eisma, residing at 4215 Dupont Avenue S, Minneapolis, MN 55409, Joel E. Eisma, residing at 5317 Morgan Avenue S, Minneapolis, MN 55419, Mark D. Glenzinski residing at 2625 Limerick Street, Prior Lake, MN 55372 and Ryan E. Cogswell, residing at 2123 Fairway Drive NE, 55421 made certain new and useful inventions and improvements for which We executed an application for Letters Patent of the United States on Even Date Herewith, which is entitled HUMAN RESOURCE ASSESSMENT.

AND WHEREAS, Data Solutions, Inc., a corporation organized and existing under and by virtue of the laws of the State of MINNESOTA, and having an office and place of business at 5900 Baker Road, Minnetonka, MN 55345, (hereinafter "Assignee") is desirous of acquiring the entire right, title, and interest in and to said inventions, improvements, and application and in and to any Letters Patent to be obtained therefore;

NOW THEREFORE, to all whom it may concern, be it known that for good and valuable consideration, 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 right, title, and interest for all countries in and to all inventions and improvements disclosed in the aforesaid application, and in and to the said application, all divisions, continuations, continuations-in-part, 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 said 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 Patent and Trademarks to issue any and all United States Letters Patent for the aforesaid inventions and improvements to the said Assignee as the assignee of the entire right, title, and interest in and to the same, for the use of the said 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 communication to said Assignee, its successors and representatives all facts known to us relating said improvements and the history thereof and will testify in all legal proceedings and generally do all things which may be necessary or desirable to more effectually to secure and vest in said Assignee, its successors or assigns the entire right, title, and interest in and to the said 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 other by me/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 14 day of July, 2004.

Thomas E. Eisma
Thomas E. Eisma

STATE OF MN)

COUNTY OF Hennepin)

On this 14 day of July, 2004 before me personally appeared Thomas E. Eisma known to me or identified as the person described in and who executed the foregoing instrument, and he/she duly acknowledged to me that he/she executed the same for the uses and purposes therein set forth.

Patricia L. Laumann
Notary Public



IN TESTIMONY WHEREOF, I have hereunto set my hand this 14th day of July, 2004.

Steven E. Eisma
Steven E. Eisma

STATE OF Minnesota)

COUNTY OF Hennepin)

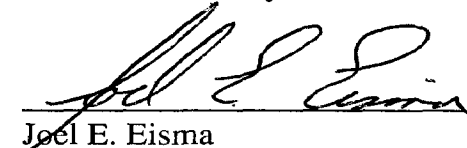
On this 14 day of July, 2004 before me personally appeared Thomas E. Eisma known to me or identified as the person described in and who executed the foregoing instrument, and he/she duly acknowledged to me that he/she executed the same for the uses and purposes therein set forth.



Notary Public



IN TESTIMONY WHEREOF, I have hereunto set my hand this 14 day of July, 2004.

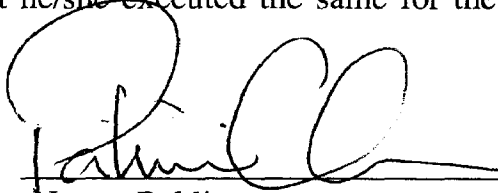


Joel E. Eisma

STATE OF MIN)

COUNTY OF Hennepin)

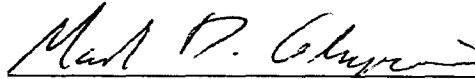
On this 14 day of July, 2004 before me personally appeared Joel E. Eisma known to me or identified as the person described in and who executed the foregoing instrument, and he/she duly acknowledged to me that he/she executed the same for the uses and purposes therein set forth.



Notary Public



IN TESTIMONY WHEREOF, I have hereunto set my hand this 14 day of July, 2004.



Mark D. Glenzinski

STATE OF MIN)

COUNTY OF Hennepin)

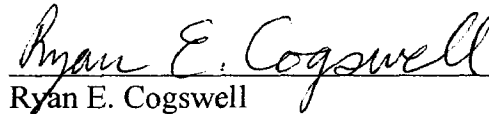
On this 14 day of July, 2004 before me personally appeared Mark D. Glenzinski known to me or identified as the person described in and who executed the foregoing instrument, and he/she duly acknowledged to me that he/she executed the same for the uses and purposes therein set forth.



Notary Public



IN TESTIMONY WHEREOF, I have hereunto set my hand this 17 day of July,
2004.


Ryan E. Cogswell

STATE OF MN

COUNTY OF Hennepin

On this 14 day of July, 2004 before me personally appeared Ryan E. Cogswell known to me or identified as the person described in and who executed the foregoing instrument, and he/she duly acknowledged to me that he/she executed the same for the uses and purposes therein set forth.



Notary Public

