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Ankur Chandra
Douglas Warren McDavid
Jorge, L.C. Sanz
Jennifer Quirin Trelewicz
Additional names(s) of conveying party(ies) Yes No

2. Name and address of receiving party(ies):
Name: **International Business Machines Corporation**
Address: **New Orchard Road**
City: **Armonk** State/Prov.: **NY**
Country: **USA** ZIP: **10504**
Additional name(s) & address(es) Yes No

113277 U.S. PTO
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4. Application number(s) or patent numbers(s):
If this document is being filed together with a new application, the execution date of the application is: 7/21/05, 7/20/05, 7/21/05, 7/20/05
Patent Application No. Filing date B. Patent No.(s)
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5. Name and address of party to whom correspondence concerning document should be mailed:
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6. Total number of applications and patents involved: **1**
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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.

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Total number of pages including cover sheet, attachments, and document: **4**

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PATENT
DOCKET NO. ARC920050027US1

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For and in consideration of good and valuable consideration, the receipt and sufficiency thereof being hereby acknowledged, each undersigned inventor acknowledges his/her prior and ongoing obligation to sell, assign, and transfer, and agrees to sell, assign, and transfer the entire world wide right, title and interest for the United States and all foreign countries, in and to any and all inventions and improvements conceived during and within the scope of his/her employment, and further acknowledges that he/she has sold, assigned, and transferred, and hereby sells, assigns, and transfers, unto:

**INTERNATIONAL BUSINESS MACHINES CORPORATION ("IBM"),
Armonk, New York 10504**

a corporation of New York, and IBM desires to acquire all right, title, and interest, in and to the certain inventions (identified below), applications, and any United States and foreign patents to be obtained therefor relating to:

Title of Invention for United States Patent

ANALYSIS OF IMPACT OF CHANGE IN AN ORGANIZATIONAL ENTITY

as set forth in United States Patent Application executed by each undersigned inventor on the date indicated by each inventor signature below, and further identified by Attorney Docket Number ARC920050027US1;

(select one): executed concurrently herewith or Serial No. _____ Filed on _____

for and to said United States Patent Application including any and all divisions or continuations thereof and in and to any and all Letters Patent of the United States and foreign patents and all rights of priority to be obtained therefor which may issue on any such application or for said invention therein disclosed, including any and all reissues or extensions thereof, to be held and enjoyed by, its successors, legal representatives and assigns to the full end of the term or terms for which any and all such Letters Patent may be granted as fully and entirely as would have been held and enjoyed by the undersigned had this Assignment not been made;

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Each undersigned inventor further covenants and agrees that he/she, upon the request and at the expense of the IBM, will execute and deliver any papers, make all rightful oaths, testify in any legal proceeding relating to said inventions and improvements, communicate to the IBM all facts known to the undersigned relating to such inventions and improvements and the history thereof; and perform all other lawful acts deemed necessary or desirable by IBM, and its legal representatives, to secure, maintain, and enforce patent protection for such inventions and improvements and for vesting title to such inventions and improvements in the IBM, and in particular to perfect title to said above-identified certain inventions, and applications including divisions and continuations thereof, and any and all Letters Patent which may be granted therefor or thereon, including reissues, extensions, or counterparts;

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This assignment is governed by the substantive laws of the state of New York.

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DOCKET NO. ARC920050027US1

Executed by Inventor 1 of 4

Signature: Ankur Chandra Date: 7/21/05
(Ankur Chandra)

Executed by Inventor 2 of 4

Signature: Douglas Warren McDavid Date: 7/28/05
(Douglas Warren McDavid)

Executed by Inventor 3 of 4

Signature: Jorge L.C. Sanz Date: 7/21/05
(Jorge, L.C. Sanz)

Executed by Inventor 4 of 4

Signature: _____ Date: _____
(Jennifer Quirin Trelewicz)

DOCKET NO. ARC920050027US1

Executed by Inventor 1 of 4

Signature: _____ Date: _____
(Ankur Chandra)


Executed by Inventor 2 of 4

Signature: _____ Date: _____
(Douglas Warren McDavid)

Executed by Inventor 3 of 4

Signature: _____ Date: _____
(Jorge, L.C. Sanz)

Executed by Inventor 4 of 4

Signature:  _____ Date: 20 July 05
(Jennifer Quirin Trelewicz)