

01-27-2006

U.S. DEPARTMENT OF COMMERCE  
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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):**

Hani A. Al-Otaibi  
Saad Younes Mousa  
Maan J. Khalife

Execution Date(s) 12/04/05

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

**3. Nature of conveyance:**

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

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

Name: Saudi Arabian Oil Company

Internal Address:

Street Address: 1 Eastern Avenue

City: Dhahran

State:

Country: Saudi Arabia Zip: 31311

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

**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)

Additional numbers attached? ☐ Yes ☒ No

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

Name: Jeffrey S. Whittle

Internal Address:

Street Address: Bracewell & Giuliani LLP

P.O. Box 61389

City: Houston

State: Texas Zip: 77208-1389

Phone Number: 713-221-1185

Fax Number: 713-221-2141

Email Address:

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

1

**7. Total fee (37 CFR 1.21(h) & 3.41) \$ 40**

- ☐ 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 500259 (4159.3024)

Authorized User Name Bracewell & Giuliani LLP

**9. Signature:**

Signature

Date

Jeffrey S. Whittle, Reg. 36,382

Name of Person Signing

Total number of pages including cover sheet, attachments, and documents: 3

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

01/20/2006 NNGUYEN1 00000051 11334213

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PATENT  
REEL: 017493 FRAME: 0441

Attorney Docket No. 4159.3024

**ASSIGNMENT**

WHEREAS, we, **HANI A. AL-OTAIBI, SAAD YOUNES MOUSA, and MAAN J. KHALIFE**, (hereinafter referred to as "**ASSIGNORS**"), have made certain improvements or inventions in a patent application titled **SYSTEMS, PROGRAM PRODUCTS, AND METHODS OF HUMAN RESOURCE PLANNING AND DEVELOPMENT** (hereinafter "Patent Application"), which claims priority to and the benefit of United States Provisional Patent Application Serial No. 60/645,822, filed on January 21, 2005, titled **SYSTEMS, PROGRAM PRODUCTS, AND METHODS OF HUMAN RESOURCE PLANNING AND DEVELOPMENT**; and

WHEREAS, Saudi Arabian Oil Company, a Company with Limited Liability of Saudi Arabia, with a business address of 1 Eastern Avenue, Dhahran 31311, Saudi Arabia (hereinafter referred to as "**ASSIGNEE**"), is desirous of acquiring the same;

NOW, THEREFORE, This Indenture Witnesseth: That for good and valuable consideration, receipt whereof is hereby acknowledged, said **ASSIGNORS** do hereby sell, assign and transfer to said **ASSIGNEE**, its successors and assigns, all right, title and interest in and to said patent applications set forth above, the invention or inventions therein shown and described and any improvements on said invention heretofore or hereafter made, any divisions or continuations of said Patent Application, and all patents, United States and foreign, to be granted upon any such applications or for the invention or inventions thereof, any reissues, reexaminations, continuations or extensions of said patents, and all rights for past infringement related to any patents issued or to be issued thereon; and said **ASSIGNORS** do hereby authorize and request the Commissioner of Patents to issue all patents on said Patent Application or for the invention or inventions hereof, in accordance with this assignment.

And said **ASSIGNORS** for said consideration hereby covenant and agree that the said **ASSIGNORS** are the owners of the full title herein conveyed and have the right to convey the same, and agree that said **ASSIGNORS** will communicate to said **ASSIGNEE** any facts known to said **ASSIGNORS** respecting said invention or inventions, and testify in any legal proceedings when called upon by said **ASSIGNEE**, sign all lawful papers deemed by said **ASSIGNEE** as expedient to vest in it the legal title herein sought to be conveyed or for the filing and prosecution of all applications and patents, United States and foreign, including any

disclaimers related thereto, and otherwise aid said ASSIGNEE, its successors and assigns, in obtaining full patent protection on said invention and enforcing proper protection under said patents, but in every instance at the ASSIGNEE's expense.

EXECUTED THIS 4 day of 12, 2005.

  
\_\_\_\_\_  
HANI A. AL-OTAIBI

FIRST WITNESS

  
\_\_\_\_\_  
(signature)

12/4/2005  
\_\_\_\_\_  
Date

SADEQ M. AL-MANSOUR  
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SECOND WITNESS

  
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12/4/2005  
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P.O. Box 6168  
\_\_\_\_\_  
(Address)

Dhahran 31311  
\_\_\_\_\_  
(Address)

SAUDI ARABIA

EXECUTED THIS 4 day of Dec., 2005.

  
SAAD YOUNES MOUSA

FIRST WITNESS

  
(signature)

Date

12/4/2005

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EXECUTED THIS 4 day of Dec., 2005.  
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MAAN J. KHALIFE

FIRST WITNESS

  
\_\_\_\_\_  
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DateSAMI D. AL-OB AID  
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SECOND WITNESS

  
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