

PATENT ASSIGNMENT

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SUBMISSION TYPE:	NEW ASSIGNMENT								
NATURE OF CONVEYANCE:	ASSIGNMENT								
CONVEYING PARTY DATA									
<table border="1"><thead><tr><th>Name</th><th>Execution Date</th></tr></thead><tbody><tr><td>Eric Buhring</td><td>08/08/2007</td></tr><tr><td>Keith Pelletier</td><td>05/22/2007</td></tr><tr><td>Trevor Norcross</td><td>05/16/2007</td></tr></tbody></table>		Name	Execution Date	Eric Buhring	08/08/2007	Keith Pelletier	05/22/2007	Trevor Norcross	05/16/2007
Name	Execution Date								
Eric Buhring	08/08/2007								
Keith Pelletier	05/22/2007								
Trevor Norcross	05/16/2007								
RECEIVING PARTY DATA									
Name:	TeleTech Holdings, Inc.								
Street Address:	9197 South Peoria Street								
City:	Englewood								
State/Country:	COLORADO								
Postal Code:	80112								
PROPERTY NUMBERS Total: 1									
<table border="1"><thead><tr><th>Property Type</th><th>Number</th></tr></thead><tbody><tr><td>Application Number:</td><td>11627671</td></tr></tbody></table>		Property Type	Number	Application Number:	11627671				
Property Type	Number								
Application Number:	11627671								
CORRESPONDENCE DATA									
Fax Number: (303)357-1671 <i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>									
Phone: 3033571670									
Email: jthomssen@merchantgould.com									
Correspondent Name: Timothy B. Scull									
Address Line 1: 1050-17th Street, Suite 1950									
Address Line 4: Denver, COLORADO 80265									
NAME OF SUBMITTER:	Timothy B. Scull								
Total Attachments: 4 source=Executed_Assignment#page1.tif source=Executed_Assignment#page2.tif source=Executed_Assignment#page3.tif source=Executed_Assignment#page4.tif									

CH \$40.00 11627671

PATENT

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REEL: 019692 FRAME: 0421

ASSIGNMENT

WHEREAS, we, Timothy Silvera, residing at 37512 Wild Horse Trail, Elizabeth, CO 80107, Trevor Norcross, residing at 1274 S. High Street, Denver, CO 80210, Eric Buhring, residing at 10159 Clear Creek Way, Parker, CO 80134 and Keith Pelletier, residing at 10159 River Stone Drive, Parker, CO 80134, made certain new and useful inventions and improvements for which we filed an application for Letters Patent of the United States on January 26, 2007, application Serial No. 11/627,671 which is entitled PERFORMANCE OPTIMIZATION.

AND WHEREAS, TeleTech Holdings, Inc., a corporation organized and existing under and by virtue of the laws of the State of Delaware, and having an office and place of business at 9197 South Peoria Street, Englewood, CO 80112 (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 which may 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 _____, 20____.

STATE OF _____)
) ss.
COUNTY OF _____)

On this _____ day of _____, 20____, before me personally appeared Timothy Silvera to me known and known to me to be the person described in and who executed the foregoing instrument, and he duly acknowledged to me that he executed the same for the uses and purposes therein set forth.

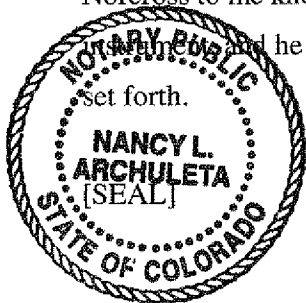
Notary Public

IN TESTIMONY WHEREOF, I have hereunto set my hand this 16 day of MAY, 2007.

Trevor Norcross
Trevor Norcross

STATE OF Colorado)
COUNTY OF Douglas) ss.

On this 16 day of May, 2007, before me personally appeared Trevor Norcross to me known and known to me to be the person described in and who executed the foregoing instrument, and he duly acknowledged to me that he executed the same for the uses and purposes therein set forth.



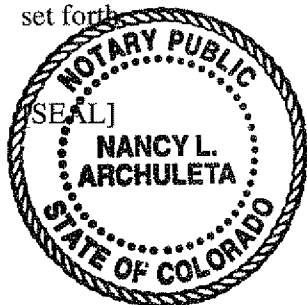
[Signature]
Notary Public
Commission expires: 8/29/09

IN TESTIMONY WHEREOF, I have hereunto set my hand this 8th day of August, 2007.

Eric Buhning
Eric Buhning

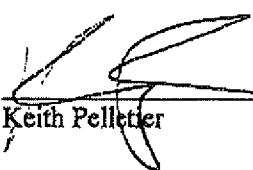
STATE OF Colorado)
COUNTY OF Douglas) ss.

On this 8th day of August, 2007, before me personally appeared Eric Buhning to me known and known to me to be the person described in and who executed the foregoing instrument, and he duly acknowledged to me that he executed the same for the uses and purposes therein set forth.



[Signature]
Notary Public
My Commission expires 8/29/09

IN TESTIMONY WHEREOF, I have hereunto set my hand this 22nd day of May, 2007



Keith Pelletier

STATE OF Connecticut)
COUNTY OF Fairfield) ss. Fairfield

On this 22nd day of May, 2007 before me personally appeared Keith Pelletier to me known and known to me to be the person described in and who executed the foregoing instrument, and he duly acknowledged to me that he executed the same for the uses and purposes therein set forth.

[SEAL]

Kemya Eastman
Notary Public
X10-31-08