

PATENT ASSIGNMENT

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SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT

CONVEYING PARTY DATA

Name	Execution Date
Philipp Suenderhauf	03/11/2008
Matthias Richter	03/13/2008
Frank Schuhmacher	03/11/2008
Thomas Moser	03/11/2008
Ricardo Bustamante	03/17/2008
Peter Sieber	03/11/2008
Matthias Tebbe	03/12/2008
Horst Vaeth	03/24/2008
Silke A. Gruber	03/11/2008
Fabian Guenther	03/11/2008
Marc Moesges	03/11/2008
Volker Paul	03/11/2008
Marcus Philipp	03/13/2008
Jens Ruths	03/11/2008
Guy Cases-Langhoff	03/11/2008
Peter Latocha	03/13/2008
Andreas Bold	03/11/2008

RECEIVING PARTY DATA

Name:	SAP AG
Street Address:	Dietmar-Hopp-Allee 16
City:	Walldorf
State/Country:	GERMANY
Postal Code:	69190

PROPERTY NUMBERS Total: 1

Property Type	Number
Application Number:	11968054

CH \$40.00 11968054

CORRESPONDENCE DATA

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ATTORNEY DOCKET NUMBER:	20022-106001
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NAME OF SUBMITTER:	Hans R. Troesch
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Total Attachments: 5 source=106assignment#page1.tif source=106assignment#page2.tif source=106assignment#page3.tif source=106assignment#page4.tif source=106assignment#page5.tif
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ASSIGNMENT

For valuable consideration, we, Philipp Suenderhauf, Matthias Richter, Frank Schuhmacher, Thomas Moser, Ricardo Bustamante, Peter Sieber, Matthias Tebbe, Horst Vaeth, Silke A. H. Gruber, Fabian Guenther, Marc Moesges, Volker Paul, Marcus Philipp, Guy Cases-Langhoff, Jens Ruths, Peter Latocha and Andreas Bold, hereby assign to SAP AG, a German Corporation, having a place of business at Dietmar-Hopp-Allee 16, 69190 Walldorf, Germany, and its successors, and assigns (collectively, "the ASSIGNEE") our entire right, title and interest throughout the world in the inventions and improvements that are the subject of a patent document entitled

PROVIDING HUMAN CAPITAL MANAGEMENT SOFTWARE APPLICATION AS ENTERPRISE SERVICES,

which is found in

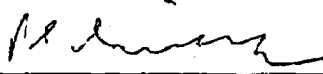
U.S. patent application filed on 12/31/2007
[X] under Application No. 11/988,054.


We authorize and request the attorneys of record or the attorney filing the application to insert into this assignment the filing date and serial number of the application when known.

This assignment includes the foregoing patent application or patent, all legal equivalents in any country, and all patents issuing from such legal equivalents; all patents, utility models, and design registrations granted by any jurisdiction for any of said inventions and improvements; and the right to claim priority based on the filing date of the foregoing patent application or patent under the International Convention for the Protection of Industrial Property, the Patent Cooperation Treaty, the European Patent Convention, and all other treaties of like purposes. We authorize the Assignee to apply in all countries in our names or in its own name for patents, utility models, and design registrations and like rights of exclusion and for inventors' certificates for said inventions and improvements.


We hereby state and agree that no assignment, sale, agreement, or encumbrance has been or will be made or entered into that would conflict with this assignment.

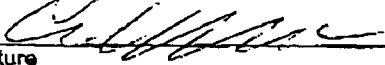
We further agree for ourselves and our respective heirs, legal representatives, and assigns to provide to the Assignee promptly upon its request and at its expense all pertinent facts and documents relating to any of said inventions and improvements or said patents and legal equivalents as may be known and accessible to us and to testify as to the same in any interference, litigation, or proceeding relating thereto; and we agree promptly to perform such lawful acts and to sign such further applications, assignments, statements, and other lawful documents as the Assignee may reasonably request to effectuate fully this assignment.

Inventor's Signature 
Philipp Suenderhauf

Witnessed by: 
Signature
Begonia FERNANDEZ
Print Name

11.03.2008
Date

Inventor's Signature 
Matthias Richter

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Horst Vaeth

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Frank Schuhmacher

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Thomas Moser

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Date

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Ricardo Bustamante

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Date

Inventor's Signature _____
Peter Sieber

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Matthias Tebbe

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Print Name

Date

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Horst Vaeth

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PAVIAN KUMAR

Print Name

24.03.2008

Date

Inventor's Signature Silke A. H. Gruber
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Witnessed by: Joan Garloff
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13.03.2008
Date

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Witnessed by: Frank Jantsch
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11.03.2008
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