

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>Jodie Kalikow</td><td>03/05/2009</td></tr><tr><td>Melinda K. Clover</td><td>03/04/2009</td></tr><tr><td>Gaurav Mehra</td><td>03/05/2009</td></tr></tbody></table>		Name	Execution Date	Jodie Kalikow	03/05/2009	Melinda K. Clover	03/04/2009	Gaurav Mehra	03/05/2009
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Jodie Kalikow	03/05/2009								
Melinda K. Clover	03/04/2009								
Gaurav Mehra	03/05/2009								
RECEIVING PARTY DATA									
Name:	SABA SOFTWARE, INC.								
Street Address:	2400 Bridge Parkway								
City:	Redwood Shores								
State/Country:	CALIFORNIA								
Postal Code:	94065								
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>11214760</td></tr></tbody></table>		Property Type	Number	Application Number:	11214760				
Property Type	Number								
Application Number:	11214760								
CORRESPONDENCE DATA									
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ATTORNEY DOCKET NUMBER:	SABA-P004								
NAME OF SUBMITTER:	Anthony C. Murabito								
Total Attachments: 1 source=SABA-P004_ASSIGN_4-1-09#page1.tif									

OP \$40.00 11214760

PATENT

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REEL: 022484 FRAME: 0487

03/04/2009 WED 17:16 FAX 650 288 8491

0003/003

Attorney Docket No.: SABA-P004

Assignment to Saba Software, Inc.

In consideration of good and valuable consideration, receipt of which is hereby acknowledged, I/we
Jodie Kalkow, Melinda K. Clover and Gaurav Mehra

do hereby sell, assign, and transfer unto Saba Software, Inc. (hereinafter called Saba), a Delaware Corporation having its principal place of business at 2400 Bridge Parkway, Redwood Shores, CA 94065, and its successors and assigns, the entire right, title, and interest for the United States and all foreign countries, in and to any and all improvements, including the right of priority in, to, and under, the application for the United States patent entitled:

METHOD AND SYSTEM FOR AUTOMATICALLY PRESCRIBING PERFORMANCE GOALS TO USERS IN A HUMAN RESOURCES ENVIRONMENT

filed herewith and the inventions set forth and described therein, and any and all Letters Patent of the United States and of countries foreign thereto which may be granted thereon or therefor; or

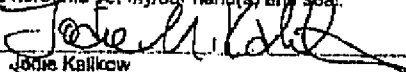
- X Serial No.: 11214780 filed on 06/29/2005 and the inventions set forth and described therein, and any and all Letters Patent of the United States and of countries foreign thereto which may be granted thereon or therefor;

And for the above consideration, I/we agree promptly upon request of, its successors or assigns, to execute and deliver without further compensation any power of attorney, assignment, application, whether original, continuation, divisional or reissue, or other papers which may be necessary or desirable fully to secure to Saba, its successors and assigns, the inventions described in said application and all patent rights therein, in the United States and in any country foreign therein, and to cooperate and assist in the prosecution of interference proceedings involving said inventions and in the adjudication or reexamination of said Letters Patent provided the expenses which may be incurred by me/us in lending such cooperation and assistance are paid by Saba.

I/we further covenant with Saba, its successors, assigns, and legal representatives that no assignment, grant, mortgage, license, or other agreement affecting the rights and property herein conveyed has been made to others by the undersigned, and that full right to convey the same as herein expressed is possessed by the undersigned,

In witness whereof, I/we hereunto set my/our hand(s) and seal:

Inventor's Signature:


Jodie Kalkow

Date:

3/5/09

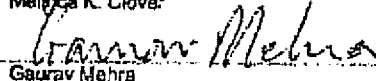
Inventor's Signature:


Melinda K. Clover

Date:

3/4/09

Inventor's Signature:


Gaurav Mehra

Date:

5 MAR 11 '09