

# PATENT ASSIGNMENT

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<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
Hani A. Al-Otaibi	12/04/2005
Saad M. Al-Mansour	12/04/2009
Maan J. Khalie	12/04/2005
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	Saudi Arabian Oil Company
<b>Street Address:</b>	1 Eastern Avenue
<b>City:</b>	Dhahran
<b>State/Country:</b>	SAUDI ARABIA
<b>Postal Code:</b>	31311
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	12649563
<b>CORRESPONDENCE DATA</b>	
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<b>ATTORNEY DOCKET NUMBER:</b>	004159.003024 (SA524C)
<b>NAME OF SUBMITTER:</b>	Denver S. Bisignano
<b>Total Attachments: 5</b> source=SA524CAssignment#page1.tif source=SA524CAssignment#page2.tif	

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**PATENT**  
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# BRACEWELL & GIULIANI

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December 29, 2009

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

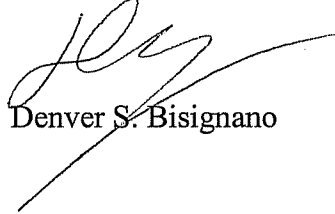
Re: U.S. Continuation Patent Application  
Titled: Systems, Program Products, and Methods of Human Resource  
Planning and Development  
Continuation of Application No. 11/334,213  
Attorney Docket No. 004159.003024 (SA 524C)

Dear Sir:

The Assignment filed with this continuation application is a copy from it's parent application  
no. 11/334,213, recorded on January 18, 2006, at Reel/Frame 017493/0441.

Very truly yours,

Bracewell & Giuliani LLP



Denver S. Bisignano

DSB/dr  
Attachment

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.

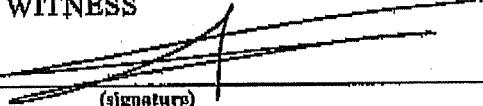
And said **ASSIGNORS** for said consideration hereby covenant and agree that the said **ASSIGNORS** are the owners of the full title herein conveyed and have the right to convey the same, and agree that said **ASSIGNORS** will communicate to said **ASSIGNEE** any facts known to said **ASSIGNORS** respecting 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  
(printed or typed name of person signing)

P.O. Box 4356  
(Address)

AL-KHOBAR 31952  
(Address)

SECOND WITNESS

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

SAMI D. AL-OBaid  
(printed or typed name of person signing)

P.O. Box 6168  
(Address)


Dhahran 31311  
(Address)

SAUDI ARABIA

EXECUTED THIS 4 day of Dec., 2005.

  
SAAD YOUNES MOUSA

FIRST WITNESS

  
(signature)


12/4/2005  
Date

SADEQ M. AL-MANSOUR  
(printed or typed name of person signing)

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EXECUTED THIS 4 day of Dec., 2005.

  
\_\_\_\_\_  
MAANY J. KHALIFE

FIRST WITNESS

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

12/4/2005  
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(printed or typed name of person signing)

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SECOND WITNESS

  
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12/4/2005  
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