

PATENT ASSIGNMENT

Electronic Version v1.1  
Stylesheet Version v1.1

SUBMISSION TYPE:

NEW ASSIGNMENT

NATURE OF CONVEYANCE:

ASSIGNMENT

CONVEYING PARTY DATA

Name	Execution Date
David J. Scarborough	08/09/2001
Bjorn Chambless	08/09/2001
Richard W. Becker	08/09/2001
Thomas F. Check	08/09/2001
Deme M. Clainos	08/09/2001
Maxwell W. Eng	08/09/2001
Joel R. Levy	08/03/2001
Adam N. Mertz	08/09/2001
George E. Paajanen	08/09/2001
David R. Smith	08/09/2001
John R. Smith	08/09/2001

RECEIVING PARTY DATA

Name:	Unicru, Inc.
Street Address:	9300 SW Nimbus Ave.
City:	Beaverton
State/Country:	OREGON
Postal Code:	97068

PROPERTY NUMBERS Total: 1

Property Type	Number
Application Number:	13030057

CORRESPONDENCE DATA

Fax Number: (503)595-5301

*Correspondence will be sent via US Mail when the fax attempt is unsuccessful.*

Phone: 503-595-5300

Email: kristina.bushey@klarquist.com

Correspondent Name: Klarquist Sparkman LLP/Gregory L. Maurer

501596622

PATENT  
REEL: 026601 FRAME: 0085

CH \$40.00 13030057

Address Line 1:	121 SW Salmon Street, Suite 1600
Address Line 2:	One World Trade Center
Address Line 4:	Portland, OREGON 97204

ATTORNEY DOCKET NUMBER:	5437-60780-06
-------------------------	---------------

NAME OF SUBMITTER:	Gregory L. Maurer
--------------------	-------------------

**Total Attachments: 9**

source=Unicru Assignment#page1.tif  
source=Unicru Assignment#page2.tif  
source=Unicru Assignment#page3.tif  
source=Unicru Assignment#page4.tif  
source=Unicru Assignment#page5.tif  
source=Unicru Assignment#page6.tif  
source=Unicru Assignment#page7.tif  
source=Unicru Assignment#page8.tif  
source=Unicru Assignment#page9.tif

## ASSIGNMENT

WHEREAS, we, David J. Scarborough, of West Linn, County of Clackamas, State of Oregon, Bjorn Chambless, of Portland, County of Multnomah, State of Oregon, Richard W. Becker, of Portland, County of Multnomah, State of Oregon, Thomas F. Check, of Beaverton, County of Washington, State of Oregon, Deme M. Clainos, of Lake Oswego, County of Clackamas, State of Oregon, Maxwell W. Eng, of Portland, County of Multnomah, State of Oregon, Joel R. Levy, of Portland, County of Multnomah, State of Oregon, Adam N. Mertz, of Portland, County of Multnomah, State of Oregon, George E. Paajanen, of West Linn, County of Clackamas, State of Oregon, David R. Smith, of Beaverton, County of Washington, State of Oregon, and John R. Smith, of Hillsboro, County of Washington, State of Oregon, have invented certain inventions, entitled respectively, ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, for which we are making application for Letters Patent of the United States, said application having attorney reference number 5437-58514 and being assigned U.S.

Application No. 09/922,197, DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, for which we are making application for Letters Patent of the United States, said application having attorney reference number 5437-60780 and being assigned Application No. 09/921,993, and AUTOMATED ELECTRONIC EMPLOYEE SELECTION PROCESS AND HIRING RECOMMENDATION SYSTEM USING ON-LINE CRITERION VALIDATION DATA COLLECTION, ARTIFICIAL INTELLIGENCE-ENABLED ADAPTIVE LEARNING AND ELECTRONIC RESULTS REPORTING, for which U.S. Provisional Patent Application No. 60/223,289 was filed August

3, 2000; and

WHEREAS, Unicru, Inc., a corporation organized under the laws of the State of Oregon, having a place of business at 9300 SW Nimbus Ave., Beaverton, OR 97068, desires to acquire an interest therein:

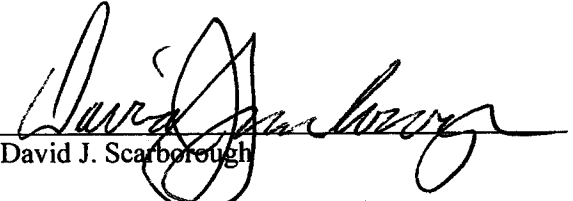
NOW, THEREFORE, for Fifty Dollars (\$50.00) per inventor, the receipt of which is hereby acknowledged, we, David J. Scarborough, Bjorn Chambless, Richard W. Becker, Thomas F. Check, Deme M. Clainos, Maxwell W. Eng, Joel R. Levy, Adam N. Mertz, George E. Paajanen, David R. Smith, and John R. Smith, hereby sell, assign and transfer to Unicru, Inc., the full and exclusive right, title and interest in and to said inventions, patent applications and patent rights throughout the world, including foreign patent priority rights, the right to file and prosecute International Applications under the Patent Cooperation Treaty, and the right to file and prosecute applications under the European Patent Convention; said inventions, applications and letters patent in this or any foreign country, and all divisions, continuations, reissues and extensions thereof, to be held and enjoyed by Unicru, Inc., for its own use and benefit, and for its successors and assigns to the full end of the term for which letters patent may be granted in this or any foreign country, as fully and entirely as the same would have been held by us had this assignment and sale not been made, and covenant that we have full right so to do, and agree that we will communicate to Unicru, Inc., or its successors and assigns, any facts known to us respecting said inventions, and testify in any legal proceeding, sign all lawful papers, execute all divisional, continuing and reissue applications, make all rightful oaths, and do everything possible to aid Unicru, Inc., its successors and assigns to obtain and enforce proper patent

protection for said inventions in this or any foreign country.

We hereby grant the law firm of Klarquist Sparkman Campbell Leigh & Winston, LLP, the power to insert on this Assignment any further information, including the U.S. patent application numbers when they become known, which may be necessary or desirable in order to comply with all applicable legal requirements, including the rules of the United States Patent and Trademark Office, for submitting and recording this document.

This assignment is retroactively effective as of August 3, 2000.

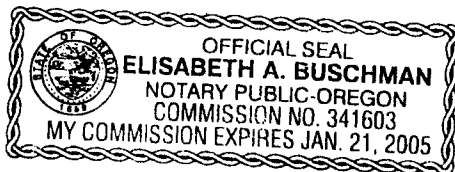
Executed at the place and date opposite our respective signatures below.

  
David J. Scarborough


At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

STATE OF OREGON )  
COUNTY OF Washington ) ss.

This 9 day of August, 2001, before me personally came the above-named David J. Scarborough, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



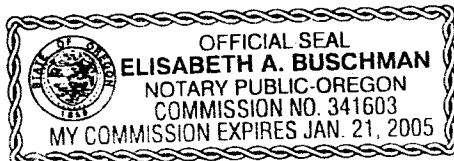
[SEAL]

  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.


STATE OF OREGON )  
COUNTY OF Washington ) ss.


This 9 day of August, 2001, before me personally came the above-named Bjorn Chambless, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

  
Bjorn Chambless

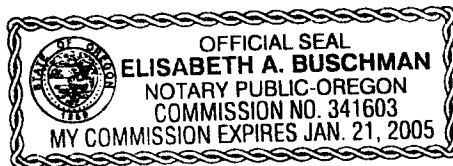
  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

  
Richard W. Becker


At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

STATE OF OREGON )  
COUNTY OF Washington ) ss.

This 9 day of August, 2001, before me personally came the above-named Richard W. Becker, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



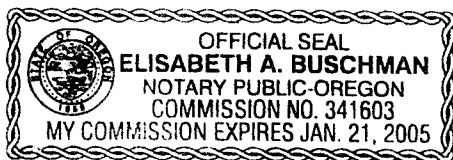
[SEAL]

  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.


STATE OF OREGON )  
COUNTY OF Washington ) ss.


This 9 day of August, 2001, before me personally came the above-named Thomas F. Check, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

  
Thomas F. Check

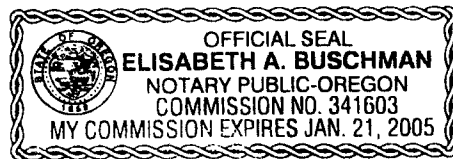
  
Notary Public For St of Oregon  
My commission expires: 1/21/2005

  
Deme M. Clainos


At Beaverton, Oregon  
(City and State)  
on this 9 day of August, 2001.

STATE OF OREGON )  
 )  
COUNTY OF Washington ) ss.

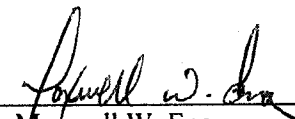
This 9 day of August, 2001, before me personally came the above-named Deme M. Clainos, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

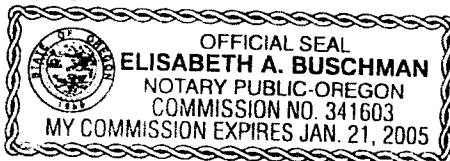
  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.


  
Maxwell W. Eng

STATE OF OREGON )  
 )  
COUNTY OF Washington ) ss.

This 9 day of August, 2001, before me personally came the above-named Maxwell W. Eng, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005



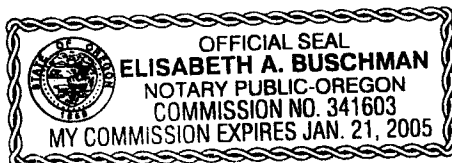
At Beaverton OR  
(City and State)  
on this 3<sup>rd</sup> day of August, 2001.

Joel R. Levy  
Joel R. Levy

STATE OF OREGON )  
COUNTY OF Washington ) ss.

This 3 day of August, 2001, before me personally came the above-named Joel R. Levy, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.

[SEAL]



Elisabeth A. Buschman  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

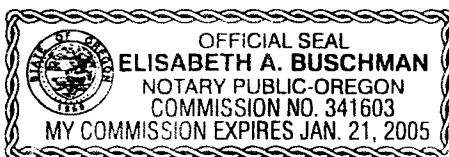
At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

Adam N. Mertz  
Adam N. Mertz

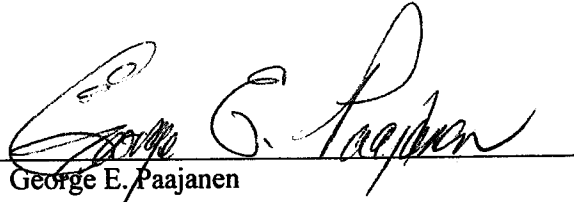
STATE OF OREGON )  
COUNTY OF Washington ) ss.

This 9 day of August, 2001, before me personally came the above-named Adam N. Mertz, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.

[SEAL]



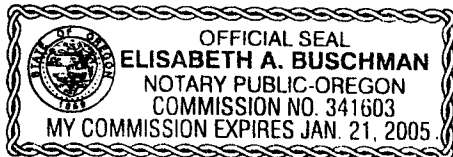
Elisabeth A. Buschman  
Notary Public For State of Oregon  
My commission expires: 1/21/2005

  
George E. Paajanen

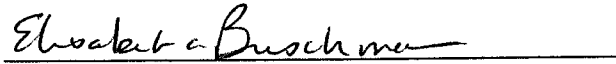
At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

STATE OF OREGON )  
COUNTY OF Washington ) ss.

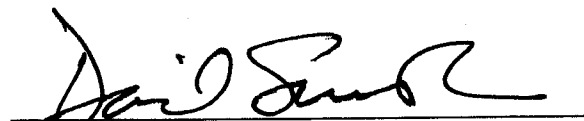
This 9 day of August, 2001, before me personally came the above-named George E. Paajanen, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

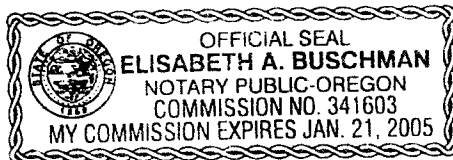
  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

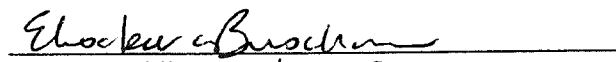
  
David R. Smith


STATE OF OREGON )  
COUNTY OF Washington ) ss.

This 9 day of August, 2001, before me personally came the above-named David R. Smith, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

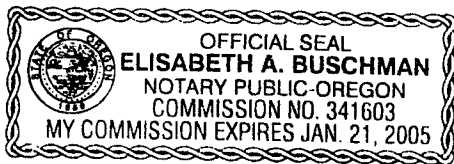
  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005

  
John R. Smith

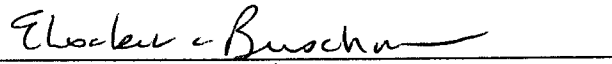
At Beaverton, OR  
(City and State)  
on this 9 day of August, 2001.

STATE OF OREGON                     )  
  )  
COUNTY OF Washington        ) ss.

This 9 day of August, 2001, before me personally came the above-named John R. Smith, who executed the foregoing instrument in my presence, and who acknowledged to me that he executed the same of his own free will for the purposes set forth therein.



[SEAL]

  
Notary Public For St. of Oregon  
My commission expires: 1/21/2005