PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1 Stylesheet Version v1.2 EPAS ID: PAT6180488

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT

CONVEYING PARTY DATA

Name	Execution Date
CRAIG M. TRIM	06/04/2020
MARY RUDDEN	06/04/2020
LEO KLUGER	06/08/2020
AMAN BUTTAN	06/05/2020

RECEIVING PARTY DATA

Name:	INTERNATIONAL BUSINESS MACHINES CORPORATION
Street Address:	NEW ORCHARD ROAD
City:	ARMONK
State/Country:	NEW YORK
Postal Code:	10504

PROPERTY NUMBERS Total: 1

Property Type	Number
Application Number:	16918025

CORRESPONDENCE DATA

Fax Number: (281)886-7716

Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.

Phone: 2818867107

Email: uspto@garglaw.com
Correspondent Name: IBM END IPLAW (GLF)

Address Line 1: C/O GARG LAW FIRM, PLLC

Address Line 2: 800 BONAVENTURE WAY, SUITE 115

Address Line 4: SUGAR LAND, TEXAS 77479

NAME OF SUBMITTER: SABRINA ERNST /SABRINA ERNST/ DATE SIGNED: 07/01/2020 This document serves as an Oath/Declaration (37 CER 1 63)	ATTORNEY DOCKET NUMBER:	P202001851US01
DATE SIGNED: 07/01/2020	NAME OF SUBMITTER:	SABRINA ERNST
	SIGNATURE:	/SABRINA ERNST/
This document serves as an Oath/Declaration (37 CFB 1 63)	DATE SIGNED:	07/01/2020
This document serves as an Oath Declaration (57 Of 11 1.00).		This document serves as an Oath/Declaration (37 CFR 1.63).

Total Attachments: 4

PATENT REEL: 053096 FRAME: 0957

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> PATENT REEL: 053096 FRAME: 0958

IBM DOCKET NUMBER: P202001851US01

DECLARATION (37 C.F.R. 1.63) FOR UTILITY PATENT APPLICATION USING AN APPLICATION DATA SHEET (37 C.F.R. 1.76) AND ASSIGNMENT

SYSTEM AND METHOD FOR ANALYSIS OF WORKPLACE CHURN AND REPLACEMENT

As a below named inventor, I hereby declare that:	
This declaration is directed to the attached application, or (if following box is checked):	
[] United States application or PCT international application number	filed on
·	
The above-identified application was made or authorized to be made by me.	
I believe that I am the original inventor or an original joint inventor of a claimed invention in the ap	plication.
I have reviewed and understand the contents of the application, including the claims.	
I am aware of the duty to disclose to the United States Patent and Trademark Office all information	known to me to
be material to patentability as defined in 37 CFR Section 1.56.	
Whereas, the undersigned inventor(s) has/have made certain inventions, improvements, and discovered the undersigned inventor (s) has/have made certain inventions, improvements, and discovered the undersigned inventor (s) has/have made certain inventions.	eries (herein
referred to as the "Invention") disclosed in the above-identified patent application and further identified	
Docket Number provided above in the header of this document;	·
Whereas, International Business Machines Corporation, a corporation of New York having a place	of business at
Armonk, New York (herein referred to as "IBM"), desires to acquire, and each undersigned inventor	
to IBM, the entire worldwide right, title, and interest in and to the Invention and in and to any and a	
applications and patents directed thereto;	I
Now, therefore, for good and valuable consideration, the receipt and sufficiency thereof being hereb)V
acknowledged, each undersigned inventor ("ASSIGNOR") hereby sells or has sold, assigns or has a	
otherwise transfers or has transferred to IBM (the "ASSIGNEE"), its successors, legal representative	
the entire worldwide right, title, and interest in and to the Invention, the above-identified United Sta	
application, and any and all other patent applications and patents for the Invention which may be applications.	
granted therefor in the United States and in all foreign countries and jurisdictions, including all divi	
continuations, reissues, reexaminations, renewals, extensions, counterparts, substitutes, and extensions	
all rights of priority resulting from the filing of such applications and granting of such patents. In a	
undersigned inventor hereby authorizes and requests the Director of the United States Patent and Tr	
to issue any United States Patent, and foreign patent authorities to issue any foreign patent, granted	
Invention, to IBM, its successors, legal representatives, and assigns, the entire worldwide right, title	
and to the same to be held and enjoyed by IBM, its successors, legal representatives, and assigns to	
the terms for which any and all such patents may be granted, as fully and entirely as would have been the terms for which any and all such patents may be granted, as fully and entirely as would have been the terms for which any and all such patents may be granted, as fully and entirely as would have been the terms for which any and all such patents may be granted, as fully and entirely as would have been the terms for which any and all such patents may be granted, as fully and entirely as would have been the terms for the terms	
enjoyed by the undersigned had this Assignment not been made; and each undersigned inventor agr	
any and all documents and instruments and perform all lawful acts reasonably related to recording t	
or perfecting title to the Invention and all related patents and applications, in IBM, its successors, le	
representatives, and assigns, whenever requested by IBM, its successors, legal representatives, or as	-
Each undersigned inventor acknowledges their prior and ongoing obligations to sell, assign, and tra	
under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and is unaware of any reason why they may not have the full and under this Assignment to IBM and the IBM and IBM a	
to sell, assign, and transfer the rights hereby sold, assigned, and transferred, and has not executed, a	
execute, any document or instrument in conflict herewith. Each undersigned inventor also hereby g	
successors, legal representatives, and assigns, the right to insert in this Assignment any further iden	
(including, but not limited to, patent Application Number) which may be necessary or desirable for	
this Assignment. This Assignment is governed by the substantive laws of the State of New York, a	
will be resolved in a New York state court or federal court sited in New York.	any disputes
I hereby acknowledge that any willful false statement made in this declaration is punishable under	8 U.S.C. 1001
by fine or imprisonment of not more than five (5) years, or both.	
2) 2	
(1) Legal Name of Inventor: CRAIG M. TRIM	
Signature: Date: Date:	ın-2020

Page 1 of 4

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The above-identified application was made or authorized to be made by me.
I believe that I am the original inventor or an original joint inventor of a claimed invention in the application.
I have reviewed and understand the contents of the application, including the claims.
I am aware of the duty to disclose to the United States Patent and Trademark Office all information known to me to
be material to patentability as defined in 37 CFR Section 1.56.
Whereas, the undersigned inventor(s) has/have made certain inventions, improvements, and discoveries (herein
referred to as the "Invention") disclosed in the above-identified patent application and further identified by the IBM
Docket Number provided above in the header of this document;
Whereas, International Business Machines Corporation, a corporation of New York having a place of business at
Armonk, New York (herein referred to as "IBM"), desires to acquire, and each undersigned inventor desires to gran
to IBM, the entire worldwide right, title, and interest in and to the Invention and in and to any and all patent
applications and patents directed thereto;
Now, therefore, for good and valuable consideration, the receipt and sufficiency thereof being hereby
acknowledged, each undersigned inventor ("ASSIGNOR") hereby sells or has sold, assigns or has assigned, and
otherwise transfers or has transferred to IBM (the "ASSIGNEE"), its successors, legal representatives, and assigns,
the entire worldwide right, title, and interest in and to the Invention, the above-identified United States patent
application, and any and all other patent applications and patents for the Invention which may be applied for or
granted therefor in the United States and in all foreign countries and jurisdictions, including all divisions,
continuations, reissues, reexaminations, renewals, extensions, counterparts, substitutes, and extensions thereof, and
all rights of priority resulting from the filing of such applications and granting of such patents. In addition, each
undersigned inventor hereby authorizes and requests the Director of the United States Patent and Trademark Office
to issue any United States Patent, and foreign patent authorities to issue any foreign patent, granted for the
Invention, to IBM, its successors, legal representatives, and assigns, the entire worldwide right, title, and interest in
and to the same to be held and enjoyed by IBM, its successors, legal representatives, and assigns to the full end of
the terms for which any and all such patents may be granted, as fully and entirely as would have been held and
enjoyed by the undersigned had this Assignment not been made; and each undersigned inventor agrees to execute
any and all documents and instruments and perform all lawful acts reasonably related to recording this Assignment
or perfecting title to the Invention and all related patents and applications, in IBM, its successors, legal
representatives, and assigns, whenever requested by IBM, its successors, legal representatives, or assigns.
Each undersigned inventor acknowledges their prior and ongoing obligations to sell, assign, and transfer the rights
under this Assignment to IBM and is unaware of any reason why they may not have the full and unencumbered right to sell, assign, and transfer the rights hereby sold, assigned, and transferred, and has not executed, and will not
execute, any document or instrument in conflict herewith. Each undersigned inventor also hereby grants IBM, its
successors, legal representatives, and assigns, the right to insert in this Assignment any further identification
(including, but not limited to, patent Application Number) which may be necessary or desirable for recordation of
this Assignment. This Assignment is governed by the substantive laws of the State of New York, and any disputes
will be resolved in a New York state court or federal court sited in New York.
I hereby acknowledge that any willful false statement made in this declaration is punishable under 18 U.S.C. 1001
by fine or imprisonment of not more than five (5) years, or both.
of the of impresentation of not more than inversely years, or ooth.

(2) Legal Name of Inventor: MARY RUDDEN

Signature: Date: June 4th, 2020

IBM DOCKET NUMBER; P202001851US01

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any and an documents and instruments and perform all lawful acts reasonably related to recording this Assi	anment.
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representatives, and assigns, whenever requested by IBM its successors, legal representatives, or assigns	
Each undersigned inventor acknowledges their prior and ongoing obligations to sell assign and transfer the	rights
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execute, any document or instrument in conflict herewith. Each understand inventor also hereby grants 10	4 150
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(including, but not limited to, patent Application Number) which may be necessary or desirable for records	ine no
this Assignment, This Assignment is governed by the substantive laws of the State of New York, and arm d	isputes
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I hereby acknowledge that any willful false statement made in this declaration is punishable under 18 U.S.C	. 1001
by fine or imprisonment of not more than five (5) years, or both.	

(3) Legal Name of Inventor: LEO KLUGER

Signature:

Date: June 8, 2020

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I hereby acknowledge that any willful false statement made in this declaration is punishable under 18 U.S.C. 1001 by fine or imprisonment of not more than five (5) years, or both.

(4) Legal Name of Inventor: AMAN BUTTAN

RECORDED: 07/01/2020

Signature: _____ Date: <u>06/05/2020</u>

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