

## PATENT ASSIGNMENT

Electronic Version v1.1  
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| SUBMISSION TYPE:   | NEW ASSIGNMENT                                     |
| NATURE OF CONVEYANCE:  | SECURITY AGREEMENT                                 |
| CONVEYING PARTY DATA   |  |
| Name   | Execution Date                                     |
| Accolo, Inc.   | 04/25/2013   |
| RECEIVING PARTY DATA   |  |
| Name:  | Avidbank Corporate Finance, a Division of Avidbank |
| Street Address:  | 400 Emerson Street                                 |
| Internal Address:  | Attention: Jeffrey Javier                          |
| City:  | Palo Alto  |
| State/Country:   | CALIFORNIA   |
| Postal Code:   | 94301  |
| PROPERTY NUMBERS Total: 6  |  |
| Property Type  | Number   |
| Patent Number:   | 7027998  |
| Patent Number:   | 7346535  |
| Patent Number:   | 7149703  |
| Patent Number:   | 7188074  |
| Patent Number:   | 7873533  |
| Application Number:  | 13282176   |
| CORRESPONDENCE DATA  |  |
| Fax Number:  | 8589385130   |
| <i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i> |  |
| Phone:   | 858-677-1400                                       |
| Email:   | susan.reynholds@dlapiper.com                       |
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| ATTORNEY DOCKET NUMBER:  | 380703-9   |

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| NAME OF SUBMITTER:   | Troy Zander     |
| Signature:   | /s/ Troy Zander |
| Date:  | 05/06/2013      |
| Total Attachments: 4<br>source=IPSA#page1.tif<br>source=IPSA#page2.tif<br>source=IPSA#page3.tif<br>source=IPSA#page4.tif |                 |

## INTELLECTUAL PROPERTY SECURITY AGREEMENT

THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT is entered into as of April 25, 2013 by and between AVIDBANK CORPORATE FINANCE, A DIVISION OF AVIDBANK, a California corporation ("Bank") and ACCOLO, INC., a Delaware corporation ("Grantor").

### RECITALS

Bank has agreed to make certain advances of money and to extend certain financial accommodation to Grantor (the "Loans") in the amounts and manner set forth in that certain Loan and Security Agreement by and between Bank and Grantor (as amended from time to time, the "Loan Agreement") dated of even date herewith. Capitalized terms used herein have the meaning assigned in the Loan Agreement. Bank is willing to make the credit extensions to Grantor, but only upon the condition, among others, that Grantor shall grant to Bank a security interest in all of Grantor's right title, and interest in, to and under all of the Collateral whether presently existing or hereafter acquired

NOW, THEREFORE, Grantor agrees as follows:

### AGREEMENT

To secure performance of Grantor's obligations under the Loan Agreement, Grantor grants to Bank a security interest in all of Grantor's right, title and interest in Grantor's intellectual property (including without limitation those Copyrights, Patents and Trademarks listed on Exhibits A, B and C hereto), including without limitation all proceeds thereof (such as, by way of example but not by way of limitation, license royalties and proceeds of infringement suits). This security interest is granted in conjunction with the security interest granted to Bank under the Loan Agreement. Each right, power and remedy of Bank provided for herein shall not preclude the simultaneous or later exercise by Bank of any or all other rights, powers or remedies.

This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute the same instrument.

IN WITNESS WHEREOF, the parties have caused this Intellectual Property Security Agreement to be duly executed as of the first date written above.

Address of Borrower:

900 Larkspur Landing Circle, Suite 160  
Larkspur, CA 94939  
Attn: John Younger (President & CEO)

ACCOLO, INC.

By: John K. Younger  
Print Name: John K. Younger  
Title: President & CEO

Address of Bank:

400 Emerson Street  
Palo Alto, CA 94301  
Attn: Jeffrey Javier

AVIDBANK CORPORATE FINANCE,  
A DIVISION OF AVIDBANK

By: Jeffrey Javier  
Print Name: Jeffrey Javier  
Title: SVP

**EXHIBIT A**

**Copyrights**

| <b>Full Title</b>              | <b>Copyright Number</b> | <b>Date</b> |
|--------------------------------|-------------------------|-------------|
| Secondary Interview Questions. | TX0007526537            | 2012        |
| Initial Interview Questions.   | TX0007526548            | 2012        |

**EXHIBIT B****Patents**

| Patent #                         | Application / Issue date | Title  | Brief Description   |
|----------------------------------|--------------------------|--|---|
| 7,027,998                        | 4/11/06                  | Method and system for operating a personnel workflow tool  | The system, framework and related process to gather job specific information, ask online questions, make decisions in the technology, have corresponding follow-up actions.   |
| 7,346,535                        | 3/18/08                  | Method and system for operating a personnel workflow tool  | Building on Patent 7,027,998, this Patent includes additional online question scoring and ranking algorithms.   |
| 7,149,703                        | 12/12/06                 | Method and system for generating referrals for job positions based upon virtual communities comprised of members relevant to the job positions | Generating referral request queues related to specific job criteria and communicating to the individuals identified in a way that directs them back to the workflow tool described in Patent 7,027,998.   |
| 7,188,074                        | 3/6/07                   | Method and system for generating referrals for job positions based upon virtual communities comprised of members relevant to the job positions | Refinements to Patent 7,149,703 which provide greater coverage of claims, using "or" criteria rather than "and" when various elements are used to determine the referral community.   |
| 7,873,533                        | 1/18/11                  | Comprehensive Employment Recruiting Communications System With Translation Facility  | Job descriptions, online interview questions, outreach communication to potential referral sources and candidates, and candidate responses/applications can be dynamically translated from one language to another dynamically through the Accolo technology.   |
| U.S. Application No.: 13,282,176 | 10/26/11                 | HEURISTICALLY-DRIVEN PLATFORM AND METHOD FOR HIRING BASED ON PREVIOUSLY-SUPPORTED JOBS   | Fill new jobs openings based on how successfully filled similar jobs were filled, including the job description, where candidates were identified and which interview questions were most effective in determining the candidate's fit with the hiring manager. |

**EXHIBIT C**

**Trademarks**

| <b>Serial Number</b> | <b>Reg. Number</b> | <b>Word Mark</b>               | <b>Reg. Date</b> |
|----------------------|--------------------|--------------------------------|------------------|
| 85787452             |                    | HIREMOJO                       | 11/26/12         |
| 85778297             |                    | AMERICAWORKS                   | 11/13/12         |
| 85268984             | 4041653            | FILL YOUR JOBS, NOT YOUR INBOX | 3/16/11          |
| 85268795             | 4041639            | FILL YOUR JOB, NOT YOUR INBOX  | 3/16/11          |
| 85081927             | 4043503            | CLOUD RECRUITING               | 7/10/10          |
| 77398184             | 3544900            | BRIGHT PAPERS                  | 2/15/08          |
| 77191809             | 3541051            | SERVICE NOT SOFTWARE           | 5/29/07          |
| 76051187             | 2689044            | ACCOLO                         | 5/18/00          |