

02-05-1999



100961497

RECORDATION FORM COVER SHEET  
TRADEMARKS ONLY

TO: The Commissioner of Patents and Trademarks: Please record the attached original document(s) or copy(ies).

Submission Type

- New
- Resubmission (Non-Recordation)  
Document ID # \_\_\_\_\_
- Correction of PTO Error  
Reel # \_\_\_\_\_ Frame # \_\_\_\_\_
- Corrective Document  
Reel # \_\_\_\_\_ Frame # \_\_\_\_\_

Conveyance Type

- Assignment
- License
- Security Agreement
- Nunc Pro Tunc Assignment  
Effective Date  
Month Day Year  
\_\_\_\_\_
- Merger
- Change of Name
- Other \_\_\_\_\_

Conveying Party

Mark if additional names of conveying parties attached

Execution Date  
Month Day Year

Name Bay Group International, Inc.

12071998

Formerly \_\_\_\_\_

- Individual
- General Partnership
- Limited Partnership
- Corporation
- Association
- Other \_\_\_\_\_
- Citizenship/State of Incorporation/Organization California

Receiving Party

Mark if additional names of receiving parties attached

Name Bank of America National Trust and Savings Association, as Agent

DBA/AKATA \_\_\_\_\_

Composed of \_\_\_\_\_

Address (line 1) 555 California Street

Address (line 2) 41st Floor

Address (line 3) San Francisco

CA

94104

City

State/Country

Zip Code

- Individual
- General Partnership
- Limited Partnership
- Corporation
- Association
- Other \_\_\_\_\_

If document to be recorded is an assignment and the receiving party is not domiciled in the United States, an appointment of a domestic representative should be attached. (Designation must be a separate document from Assignment.)

- Citizenship/State of Incorporation/Organization National Banking Association

FOR OFFICE USE ONLY

02/04/1999 JSHBAZZ 00000147 75462393

01 FC:481  
02 FC:482

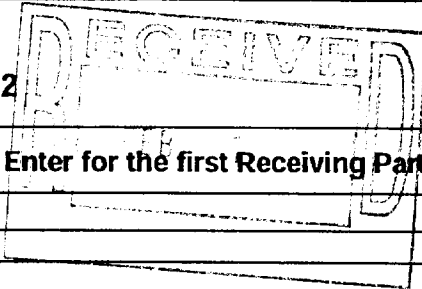
40.00 OP  
525.00 OP

Public burden reporting for this collection of information is estimated to average approximately 30 minutes per Cover Sheet to be recorded, including time for reviewing the document and gathering the data needed to complete the Cover Sheet. Send comments regarding this burden estimate to the U.S. Patent and Trademark Office, Chief Information Officer, Washington, D.C. 20231 and to the Office of Information and Regulatory Affairs, Office of Management and Budget, Paperwork Reduction Project (0651-0027), Washington, D.C. 20503. See OMB Information Collection Budget Package 0651-0027, Patent and Trademark Assignment Practice. DO NOT SEND REQUESTS TO RECORD ASSIGNMENT DOCUMENTS TO THIS ADDRESS.

Mail documents to be recorded with required cover sheet(s) information to:

Commissioner of Patents and Trademarks, Box Assignment, Washington, DC 20503

TRADEMARK  
REEL: 1849 FRAME: 0266



**Domestic Representative Name and Address**

Enter for the first Receiving Party only.

Name

Address (line 1)

Address (line 2)

Address (line 3)

Address (line 4)

**Correspondent Name and Address**

Area Code and Telephone Number

Name

Address (line 1)

Address (line 2)

Address (line 3)

Address (line 4)

**Pages**

Enter the total number of pages of the attached conveyance document including any attachments. #

**Trademark Application Number(s) or Registration Number(s)**

Mark if additional numbers attached

Enter either the Trademark Application Number or the Registration Number (DO NOT ENTER BOTH numbers for the same property).

**Trademark Application Number(s)**

**Registration Number(s)**

<input type="text" value="75462393"/>	<input type="text" value="75462394"/>	<input type="text" value="75462395"/>
<input type="text" value="75462730"/>	<input type="text" value="75462731"/>	<input type="text" value="75462732"/>
<input type="text" value="75462733"/>	<input type="text" value="75462734"/>	<input type="text" value="75462735"/>

<input type="text" value="1939386"/>	<input type="text" value="1963918"/>	<input type="text" value="1565292"/>
<input type="text" value="1567706"/>	<input type="text" value="1748928"/>	<input type="text" value="1743639"/>
<input type="text" value="1729256"/>	<input type="text" value="1729257"/>	<input type="text"/>

**Number of Properties**

Enter the total number of properties involved. #

**Fee Amount**

Fee Amount for Properties Listed (37 CFR 3.41): \$

Method of Payment: Enclosed  Deposit Account

Deposit Account (Enter for payment by deposit account or if additional fees can be charged to the account.)  
Deposit Account Number: #

Authorization to charge additional fees: Yes  No

**Statement and Signature**

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document. Charges to deposit account are authorized, as indicated herein.

Mark Hartwell  
Name of Person Signing

*Mark Hartwell*  
Signature

1/25/99  
Date Signed

**RECORDATION FORM COVER SHEET  
CONTINUATION  
TRADEMARKS ONLY**

FORM PTO-1618C  
Expires 06/30/99  
OMB 0651-0027

U.S. Department of Commerce  
Patent and Trademark Office  
**TRADEMARK**

**Conveying Party**

Enter Additional Conveying Party

Mark if additional names of conveying parties attached

Execution Date  
Month Day Year

Name

Formerly

Individual  General Partnership  Limited Partnership  Corporation  Association

Other

Citizenship State of Incorporation/Organization

**Receiving Party**

Enter Additional Receiving Party

Mark if additional names of receiving parties attached

Name

DBA/AKA/TA

Composed of

Address (line 1)

Address (line 2)

Address (line 3)     
City State/Country Zip Code

Individual  General Partnership  Limited Partnership  If document to be recorded is an assignment and the receiving party is not domiciled in the United States, an appointment of a domestic representative should be attached (Designation must be a separate document from the Assignment.)

Corporation  Association

Other

Citizenship/State of Incorporation/Organization

**Trademark Application Number(s) or Registration Number(s)**

Mark if additional numbers attached

Enter either the Trademark Application Number or the Registration Number (DO NOT ENTER BOTH numbers for the same property).

**Trademark Application Number(s)**

**Registration Number(s)**

<input type="text" value="75462736"/>	<input type="text" value="75462737"/>	<input type="text" value="75462738"/>
<input type="text" value="75462739"/>	<input type="text" value="75462729"/>	<input type="text"/>
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# PATENT AND TRADEMARK SECURITY AGREEMENT

THIS PATENT AND TRADEMARK SECURITY AGREEMENT (this "Agreement"), dated as of December 7, 1998, is made between Bay Group International, a California corporation (the "Grantor"), and Bank of America National Trust and Savings Association, as agent for itself and Lenders referred to below (in such capacity, the "Agent").

## RECITALS

WHEREAS, Enterprise Profit Solutions Corporation (the "Company"), ProfitSource Corporation, certain other affiliates of the Company as additional Loan Parties, the Co-Agents party hereto, certain lending institutions as lenders (the "Lenders") and the Agent are parties to a Credit Agreement dated as of December 7, 1998 (as amended, modified, renewed or extended from time to time, the "Credit Agreement"); and

WHEREAS, under the terms of the Credit Agreement and the related Security Agreement dated as of December 7, 1998 entered into by the Grantor, the other Loan Parties and the Agent, the Grantor is required to enter into this Agreement and grant to the Agent, for itself and for the ratable benefit of the Secured Parties, the security interests hereinafter provided to secure the Secured Obligations.

*NOW, THEREFORE*, the parties hereto agree as follows:

### SECTION 1 Definitions; Interpretation.

(a) Terms Defined in Credit Agreement. All capitalized terms used in this Agreement (including in the recitals hereof) and not otherwise defined herein shall have the meanings assigned to them in the Credit Agreement.

(b) Certain Defined Terms. As used in this Agreement, the following terms shall have the following meanings:

"Collateral" has the meaning set forth in Section 2.

"PTO" means the United States Patent and Trademark Office.

(c) Terms Defined in UCC. Where applicable and except as otherwise defined herein, terms used in this Agreement shall have the meanings assigned to them in the UCC.

(d) Interpretation. The rules of interpretation set forth in Section 1.03 of the Credit Agreement shall be applicable to this Agreement and are incorporated herein by this reference.

### SECTION 2 Security Interest.

(a) Grant of Security Interest. As security for the payment and performance of the Secured Obligations, the Grantor hereby assigns, transfers and conveys to the Agent, and grants a security interest in and mortgage to the Agent, for itself and on behalf of and for the

ratable benefit of the other Secured Parties, all of the Grantor's right, title and interest in, to and under the following property, in each case whether now or hereafter existing or arising or in which the Grantor now has or hereafter owns, acquires or develops an interest and wherever located (collectively, the "Collateral"):

(i) all patents and patent applications, domestic or foreign, all licenses relating to any of the foregoing and all income and royalties with respect to any licenses (including such patents and patent applications as described in Schedule A), all rights to sue for past, present or future infringement thereof, all rights arising therefrom and pertaining thereto and all reissues, divisions, continuations, renewals, extensions and continuations-in-part thereof;

(ii) all state (including common law), federal and foreign trademarks, service marks and trade names, and applications for registration of such trademarks, service marks and trade names, all licenses relating to any of the foregoing and all income and royalties with respect to any licenses (including such marks, names and applications as described in Schedule B), whether registered or unregistered and wherever registered, all rights to sue for past, present or future infringement or unconsented use thereof, all rights arising therefrom and pertaining thereto and all reissues, extensions and renewals thereof;

(iii) the entire goodwill of or associated with the businesses now or hereafter conducted by the Grantor connected with and symbolized by any of the aforementioned properties and assets;

(iv) all general intangibles and all intangible intellectual or other similar property of the Grantor of any kind or nature, associated with or arising out of any of the aforementioned properties and assets and not otherwise described above; and

(v) all proceeds of any and all of the foregoing Collateral (including license royalties, rights to payment, accounts receivable and proceeds of infringement suits) and, to the extent not otherwise included, all payments under insurance (whether or not the Agent is the loss payee thereof) or any indemnity, warranty or guaranty payable by reason of loss or damage to or otherwise with respect to the foregoing Collateral.

(b) Continuing Security Interest. The Grantor agrees that this Agreement shall create a continuing security interest in the Collateral which shall remain in effect until terminated in accordance with Section 18.

SECTION 3 Supplement to Security Agreement. The terms and provisions of this Agreement are intended as a supplement to the terms and provisions of the Security Agreement. The Grantor acknowledges that the rights and remedies of the Agent with respect to the security interest in the Collateral granted hereby are more fully set forth in the Security Agreement and the other Loan Documents and all such rights and remedies are cumulative.

SECTION 4 Representations and Warranties. The Grantor represents and warrants to each Lender and the Agent that:

(a) Patents. A true and correct list of all of the existing Collateral consisting of U.S. patent registrations and/or patent applications owned by the Grantor, in whole or in part, is set forth in Schedule A.

(b) Trademarks. A true and correct list of all of the existing Collateral consisting of U.S. trademark registrations and/or trademark applications owned by the Grantor, in whole or in part, is set forth in Schedule B.

SECTION 5 Covenants. So long as any of the Secured Obligations remain unsatisfied or any Lender shall have any Commitment, the Grantor agrees that:

(a) Further Acts. On a continuing basis, the Grantor shall make, execute, acknowledge and deliver, and file and record in the proper filing and recording places, all such instruments and documents, including appropriate financing and continuation statements and security agreements, and take all such action as may be necessary or advisable or may be requested by the Agent to carry out the intent and purposes of this Agreement, or for assuring, confirming or protecting the grant or perfection of the security interest granted or purported to be granted hereby, to ensure the Grantor's compliance with this Agreement or to enable the Agent to exercise and enforce its rights and remedies hereunder with respect to the Collateral.

(b) Compliance with Agreement. The Grantor shall comply with each of the terms and provisions of this Agreement and the Security Agreement, and not enter into any agreement (including any license agreement) which is inconsistent with the obligations of the Grantor under this Agreement, without the Agent's prior written consent.

(c) Liens. The Grantor shall keep the Collateral free of all Liens except Permitted Liens.

(d) Disposition of Collateral. The Grantor shall not surrender, sell, lease, or otherwise dispose of or transfer any of the Collateral or any right or interest therein, except to the extent permitted by the Loan Documents and except for non-exclusive licenses in the ordinary course of business.

SECTION 6 Future Rights. Except as otherwise expressly agreed to in writing by the Agent, if and when the Grantor shall obtain rights to any new patentable inventions or any new trademarks, or become entitled to the benefit of any of the foregoing, or obtain rights or benefits with respect to any reissue, division, continuation, renewal, extension or continuation-in-part of any patents or trademarks, or any improvement of any patent, the provisions of Section 2 shall automatically apply thereto and the Grantor shall give to the Agent prompt notice thereof. The Grantor shall do all things deemed necessary or advisable by the Agent to ensure the validity, perfection, priority and enforceability of the security interests of the Agent in such future acquired Collateral. The Grantor hereby authorizes the Agent to modify, amend, or supplement the Schedules hereto and to reexecute this Agreement from time to time on the Grantor's behalf and as its attorney-in-fact to include any such future Collateral registered with the PTO or for which an application for registration is filed with the PTO and to cause such reexecuted Agreement or such modified, amended or supplemented Schedules to be filed with PTO.

**SECTION 7 Agent Appointed Attorney-in-Fact.** The Agent shall have the right to, in the name of the Grantor, or in the name of the Agent or otherwise, without notice to or assent by the Grantor, and the Grantor hereby constitutes and appoints the Agent (and any of the Agent's officers or employees or agents designated by the Agent) as the Grantor's true and lawful attorney-in-fact, with full power and authority: (i) to execute in the name of the Grantor any financing statement or other instrument and any modification, supplement or amendment to this Agreement (including any described in Section 6), and to sign the name of the Grantor on all or any of such documents or instruments and perform all other acts that the Agent deems necessary or advisable in order to perfect or continue perfected, maintain the priority or enforceability of or provide notice of the Agent's security interest in, the Collateral; and (ii) to execute any and all other documents and instruments, and to perform any and all acts and things for and on behalf of the Grantor, which the Agent may deem necessary or advisable to maintain, preserve and protect the Collateral and to accomplish the purposes of this Agreement, including (A) after the occurrence of any Event of Default to defend, settle, adjust or institute any action, suit or proceeding with respect to the Collateral, (B) after the occurrence of any Event of Default to assert or retain any rights under any license agreement for any of the Collateral, including any rights of the Grantor arising under Section 365(n) of the Bankruptcy Code, and, (C) after the occurrence of any Event of Default, to execute any and all applications, documents, papers and instruments for the Agent to use the Collateral, to grant or issue any exclusive or non-exclusive license with respect to any Collateral, and to assign, convey or otherwise transfer title in or dispose of the Collateral; provided, however, that in no event shall the Agent have the unilateral power, prior to the occurrence of an Event of Default, to assign any of the Collateral to any Person, including itself, without the Grantor's written consent. The foregoing power of attorney is coupled with an interest and irrevocable so long as the Lenders have any Commitments or the Secured Obligations have not been paid and performed in full. The Grantor hereby ratifies, to the extent permitted by law, all that the Agent shall lawfully and in good faith do or cause to be done by virtue of and in compliance with this Section 7.

**SECTION 8 Agent Performance of Grantor Obligations.** The Agent may perform or pay any obligation which the Grantor has agreed to perform or pay under or in connection with this Agreement and which the Grantor has failed to perform or pay as and when due, and the Grantor shall reimburse the Agent on demand for any amounts paid by the Agent pursuant to this Section 8.

**SECTION 9 Agent's Duties.** Notwithstanding any provision contained in this Agreement, the Agent shall have no duty to exercise any of the rights, privileges or powers afforded to it and shall not be responsible to the Grantor or any other Person for any failure to do so or delay in doing so. Except for and the accounting for moneys actually received by the Agent hereunder, the Agent shall have no duty or liability to exercise or preserve any rights, privileges or powers pertaining to the Collateral.

**SECTION 10 Remedies.** Upon the occurrence of any Event of Default, the Agent shall have, in addition to all other rights and remedies granted to it in this Agreement, the Credit Agreement or any other Loan Document, all rights and remedies of a secured party under the UCC and other applicable laws. Without limiting the generality of the foregoing, the Grantor agrees that the Agent shall at all times have such royalty free licenses, to the extent permitted by law, for any Collateral that is reasonably necessary to permit the exercise of any of the Agent's

rights or remedies upon or after the occurrence of an Event of Default. In addition to and without limiting any of the foregoing, upon the occurrence and during the continuance of an Event of Default, the Agent shall have the right but shall in no way be obligated to bring suit, or to take such other action as the Agent deems necessary or advisable, in the name of the Grantor or the Agent, to enforce or protect any Collateral, and any license thereunder, in which event the Grantor shall, at the request of the Agent, do any and all lawful acts and execute any and all documents required by the Agent in aid of such enforcement.

SECTION 11 Notices. All notices or other communications hereunder shall be given in the manner and to the addresses specified in, and shall be effective as provided in, the Credit Agreement.

SECTION 12 No Waiver; Cumulative Remedies. No failure on the part of the Agent to exercise, and no delay in exercising, any right, remedy, power or privilege hereunder shall operate as a waiver thereof, nor shall any single or partial exercise of any such right, remedy, power or privilege preclude any other or further exercise thereof or the exercise of any other right, remedy, power or privilege. The rights and remedies under this Agreement are cumulative and not exclusive of any rights, remedies, powers and privileges that may otherwise be available to the Agent.

SECTION 13 Binding Effect. This Agreement shall be binding upon, inure to the benefit of and be enforceable by the Grantor, the Agent and each other Secured Party and their respective successors and assigns.

SECTION 14 Governing Law. THIS AGREEMENT SHALL BE GOVERNED BY, AND CONSTRUED IN ACCORDANCE WITH, THE LAW OF THE STATE OF NEW YORK, EXCEPT AS REQUIRED BY MANDATORY PROVISIONS OF LAW AND TO THE EXTENT THE VALIDITY OR PERFECTION OF THE SECURITY INTERESTS HEREUNDER, OR THE REMEDIES HEREUNDER, IN RESPECT OF ANY COLLATERAL ARE GOVERNED BY THE LAW OF A JURISDICTION OTHER THAN NEW YORK; PROVIDED THAT THE AGENT SHALL RETAIN ALL RIGHTS ARISING UNDER FEDERAL LAW.

SECTION 15 Entire Agreement; Amendment. This Agreement, together with the other Loan Documents, embodies the entire agreement and understanding among the Grantor, the Lenders and the Agent, and supersedes all prior or contemporaneous agreements and understandings of such Persons, verbal or written, relating to the subject matter hereof and thereof and shall not be amended except by the written agreement of the parties as provided in the Credit Agreement.

SECTION 16 Severability. The illegality or unenforceability of any provision of this Agreement or any instrument or agreement required hereunder shall not in any way affect or impair the legality or enforceability of the remaining provisions of this Agreement or any instrument or agreement required hereunder.

SECTION 17 Counterparts. This Agreement may be executed in any number of counterparts and by different parties hereto in separate counterparts, each of which when so



executed shall be deemed to be an original and all of which taken together shall constitute but one and the same agreement.

SECTION 18 Termination. Upon the termination of the Commitments of the Lenders and payment and performance in full of all Secured Obligations, the security interests contemplated by this Agreement shall terminate and the Agent shall promptly execute and deliver to the Grantor such documents and instruments reasonably requested by the Grantor as shall be necessary to evidence termination of all security interests given by the Grantor to the Agent hereunder.

*[Remainder of page intentionally left blank]*

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement,  
as of the date first above written.

THE GRANTOR

BAY GROUP INTERNATIONAL

By: Mark Coleman  
Title: VP

THE AGENT

BANK OF AMERICA NATIONAL TRUST  
AND SAVINGS ASSOCIATION

By: Kevin C. Leader  
Title: KEVIN C. LEADER  
Vice President

**SCHEDULE A**  
**to Patent and Trademark Security Agreement**

**Issued U.S. Patents of the Grantor**

**NONE**

**BAY GROUP INTERNATIONAL, INC.**

Pending U.S. Trademark Applications of Grantor

<b>Patent, Trademark</b>	<b>Reg. No. or Serial No.</b>	<b>Owner</b>
<b>E-MAIL NEGOTIATION COACH (STYLIZED)</b>	75/462393	Bay Group International, Inc.
<b>RESOLVING CONFLICT AND DIFFERENCES</b>	75/462394	Bay Group International, Inc.
<b>MAKING THE CUSTOMER TEAM WORK</b>	75462395	Bay Group International, Inc.
<b>WINNING INSURANCE NEGOTIATIONS</b>	75/462729	Bay Group International, Inc.
<b>SITUATIONAL CLAIMS NEGOTIATION</b>	75/462730	Bay Group International, Inc.
<b>NEGOTIATING WITH SUPPLIERS (STYLIZED)</b>	75/462731	Bay Group International, Inc.
<b>MANAGEMENT REINFORCEMENT TOOLKIT</b>	75/462732	Bay Group International, Inc.
<b>SHOOTING STAR</b>	75/462733	Bay Group International, Inc.
<b>FULLY ENGAGED CONSTRUCTIVE CONTENTION EXCESS CONVICTION BECOMES "FIGHT EXCESS COOPERATION "FLIGHT DISENGAGED."</b>	75/462734	The Bay Group
<b>FIND THE HIGHER BUSINESS PURPOSE FOSTER CREATIVE SOLUTIONS MAXIMIZE INFORMATION FLOW MAINTAIN MUTUAL ESTEEM</b>	75/462735	Bay Group International, Inc.

<b>TENSION BREAKTHROUGH: CREATIVE SELF-INTEREST: COMPETITIVE RELATIONSHIP</b>	75/462736	Bay Group International, Inc.
<b>TENSION BREAKTHROUGH: CREATIVE MAKE TRADES MAKE DEMANDS SELF- INTEREST: COMPETITIVE PURPOSE CONDITIONALLY TEST AND SUMMARIZE ASK QUESTIONS RELATIONSHIP: COLLABORATIVE</b>	75/462737	The Bay Group
<b>WINNING IN PRICE NEGOTIATIONS</b>	75/462738	Bay Group International, Inc.
<b>SITUATIONAL SALES NEGOTIATION</b>	75/462739	Bay Group International, Inc.

**SCHEDULE B**

to Patent and Trademark Security Agreement

**BAY GROUP INTERNATIONAL, INC.**

**U.S. Trademarks of the Grantor**

<b>Patent, Trademark</b>	<b>Reg. No. or Serial No.</b>	<b>Owner</b>
<b>BAYGROUP INTERNATIONAL</b>	1,939,386	Bay Group International, Inc.
<b>THE BAY GROUP</b>	1,963,918	The Bay Group
<b>SITUATIONAL NEGOTIATION SKILLS</b>	1,565,292	The Bay Group
<b>SITUATIONAL NEGOTIATION SKILLS</b>	1,567,706	The Bay Group
<b>CONSTRUCTIVE CONTENTION</b>	1,748,928	The Bay Group
<b>CONSTRUCTIVE CONTENTION and design</b>	1,743,639	The Bay Group
<b>CONSTRUCTIVE CONTENTION</b>	1,729,256	The Bay Group
<b>CONSTRUCTIVE CONTENTION and design</b>	1,729,257	The Bay Group

TELEPHONE: (415) 442-0900  
FACSIMILE: (415) 442-1010  
WRITER'S DIRECT DIAL: (415) 979-2501  
EMAIL: mhartwell@brobeck.com



SPEAR STREET TOWER  
ONE MARKET  
SAN FRANCISCO  
CALIFORNIA 94105  
www.brobeck.com

January 25, 1999

**Via U.S. Mail - Certified**

U.S. Patent and Trademark Office  
Office of Public Records  
Crystal Gateway 4, Room 335  
Washington, D.C. 20231

Re: Bay Group International, Inc.

Ladies and Gentlemen:

Enclosed for recordation is a Trademark Cover Sheet along with a copy of the Patent and Trademark Security Agreement and attached Schedules. A firm check is enclosed in the amount of \$565.00 to cover the recordation fee. If you have any questions regarding the enclosed documents, please do not hesitate to call me at (415) 979-2501.

Very truly yours,

A handwritten signature in cursive script that reads 'Mark Hartwell'.

Mark Hartwell  
Legal Assistant

Enclosures

cc: F. Dan Leventhal, Esq. (w/o enc.)  
David Dedyo, Esq.

SAN FRANCISCO PALO ALTO LOS ANGELES ORANGE COUNTY SAN DIEGO NEW YORK AUSTIN DENVER LONDON\*

\*BROBECK HALE AND DORR INTERNATIONAL OFFICE

SFRLIB1\MH8\5181272.07\331W8071.DOC

RECORDED: 02/01/1999

TRADEMARK  
REEL: 1849 FRAME: 0280