

**MRD**  
**4/2/01**

# RECORDATION FORM COVER SHEET TRADEMARKS ONLY

04-17-2001



101665824

To the Assistant Commissioner of Patents and Trademarks: Please record the attached original documents or copy thereof.

1. Name of conveying party(ies):  
**Labor Ready, Inc.**

- Individuals(s)
- General Partnership
- Corporation - State of Washington
- Other
- Association
- Limited Liability Partnership

Additional names(s) of conveying party(ies) attached  Yes  No

3. Nature of conveyance:

- Assignment
- Security Agreement
- Other
- Merger
- Change of Name

Execution Date: **March 1, 2001**

2. Name and address of receiving party(ies)

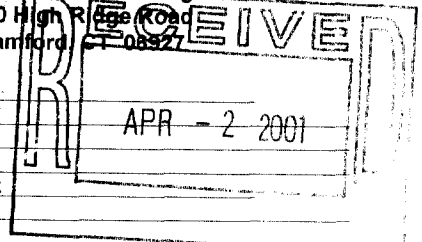
Name: **General Electric Capital Corporation,  
as Administrative Agent**

Street Address: **200 High Ridge Road**  
City, State, Zip: **Stamford CT 06927**

- Individual(s) citizenship
- Association
- General Partnership
- Limited Liability Partnership
- Corporation-State of New York
- Other

If assignee is not domiciled in the United States, a domestic representative designation is attached:  Yes  No

Additional names(s) & address(es) attached?  Yes  No



4. Application numbers(s) or Registration numbers(s)

A. Trademark Application Nos.:

B. Trademark Registration Nos.:

- Trademark Registration No. 1,728,069
- Trademark Registration No. 75/871,385
- Trademark Registration No. 1,668,771
- Trademark Registration No. 75/63,392
- Trademark Registration No. 75/407,695
- Trademark Registration No. 75/821,643
- Trademark Registration No. 75/929,503
- Trademark Registration No. 75/367,719
- Trademark Registration No. 1,951,591

Additional numbers attached?  No  Yes

5. Name and address of party to whom correspondence concerning document should be mailed:

**Joseph L. Scibilia, Esq.**  
**KILPATRICK STOCKTON LLP**  
**1100 Peachtree Street, Suite 2800**  
**Atlanta, Georgia 30309-4530**  
**(404) 815-6264**

6. Total number of applications and registrations involved: **9**

7. Total Fee (37 CFR 3.41) \$240.00

Enclosed  Authorized to charge Deposit Account  
The Commissioner is hereby authorized to charge any additional fees which may be required, or credit any overpayment to Deposit Account No.

8. Deposit account number:

### DO NOT USE THIS SPACE

9. 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.*

**Kelly L. Crider**  
Name of Person Signing

*Kelly Crider*  
Signature

**March 30, 2001**  
Date

Total number of pages including cover sheet, attachments, and document **10**

### CERTIFICATE OF MAILING (37 CFR 1.8a)

I hereby certify that this correspondence, along with any paper referred to as being attached or enclosed, is being deposited with the United States Postal Service on this 30th day of March, 2001 with sufficient postage as first-class mail in an envelope addressed to the Box Assignment Commissioner of Patents & Trademarks, Washington, D.C. 20231.

*Kelly Crider*

04/16/2001 TDIAZ1 00000191 1728069

Q1 FC:481 40.00 DP  
Q2 FC:482 200.00 DP

# INTELLECTUAL PROPERTY SECURITY AGREEMENT

THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT, dated as of March 1, 2001, is made by LABOR READY, INC., a Washington corporation ("Grantor"), in favor of GENERAL ELECTRIC CAPITAL CORPORATION, a New York corporation ("Creditor").

## W I T N E S S E T H:

WHEREAS, pursuant to that certain Letter of Credit Agreement dated as of the date hereof by and between Grantor and Creditor (as from time to time amended, restated, supplemented or otherwise modified, the "L/C Agreement"), Creditor has, subject to certain terms and conditions, agreed to incur Letter of Credit Obligations for the benefit of Grantor; and

WHEREAS, Creditor is willing to incur the Letter of Credit Obligations as provided for in the L/C Agreement, but only upon the condition, among others, that Grantor shall have executed and delivered to Creditor this Intellectual Property Security Agreement;

NOW, THEREFORE, in consideration of the premises and mutual covenants herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Grantor hereby agrees as follows:

1. DEFINED TERMS. All capitalized terms used but not otherwise defined herein have the meanings given to them in Schedule A to the L/C Agreement.

2. GRANT OF SECURITY INTEREST IN INTELLECTUAL PROPERTY COLLATERAL. To secure the complete and timely payment of all the Obligations of Grantor now or hereafter existing from time to time, Grantor hereby pledges and grants to Creditor a continuing first priority security interest in all of Grantor's right, title and interest in, to and under the following, whether presently existing or hereafter created or acquired (collectively, the "Intellectual Property Collateral"):

(a) all of its Patents and Patent Licenses to which it is a party, including those referred to on Schedule I hereto;

(b) all of its Trademarks and Trademark Licenses to which it is a party, including those referred to on Schedule II hereto;

(c) all of its Copyrights and Copyright Licenses to which it is a party;

(d) all reissues, continuations or extensions of the foregoing;

(e) all goodwill of the business connected with the use of, and symbolized by, each Patent, each Patent License, each Trademark, each Trademark License, each Copyright and each Copyright License; and

(f) all products and proceeds of the foregoing, including, without limitation, any claim by Grantor against third parties for past, present or future (i) infringement or dilution of any Patent or Patent licensed under any Patent License, (ii) injury to the goodwill associated with any Patent or any Patent licensed under any Patent License, (iii) infringement or dilution of any Trademark or Trademark licensed under any Trademark License, (iv) injury to the goodwill associated with any Trademark or any Trademark licensed under any Trademark License, (v) infringement or dilution of any Copyright or Copyright licensed under any Copyright License, and (vi) injury to the goodwill associated with any Copyright or any Copyright licensed under any Copyright License.

3. REPRESENTATIONS AND WARRANTIES. Grantor represents and warrants that Grantor does not have any interest in, or title to, any Patent, Trademark or Copyright except as set forth in Schedule I, Schedule II and Schedule III, respectively, hereto. This Intellectual Property Security Agreement is effective to create a valid and continuing Lien on and, upon the filing hereof with the United States Patent and Trademark Office and the United States Copyright Office, perfected security interests in favor of Creditor in all of Grantor's Patents, Trademarks and Copyrights and such perfected security interests are enforceable as such as against any and all creditors of, and purchasers from, Grantor. Upon filing of this Intellectual Property Security Agreement with the United States Patent and Trademark Office and the United States Copyright Office and the filing of appropriate financing statements all action necessary or desirable to protect and perfect Creditor's Lien on Grantor's Patents, Trademarks and Copyrights shall have been duly taken.

4. COVENANTS. Grantor covenants and agrees with Creditor that from and after the date of this Intellectual Property Security Agreement and until the Termination Date:

(a) Grantor shall notify Creditor immediately if it knows or has reason to know that any application or registration relating to any Patent, Trademark or Copyright (now or hereafter existing) may become abandoned or dedicated, or of any adverse determination or development (including the institution of, or any such determination or development in, any proceeding in the United States Patent and Trademark Office, the United States Copyright Office or any court)

regarding Grantor's ownership of any Patent, Trademark or Copyright, its right to register the same, or to keep and maintain the same.

(b) In no event shall Grantor, either directly or through any agent, employee, licensee or designee, file an application for the registration of any Patent, Trademark or Copyright with the United States Patent and Trademark Office, the United States Copyright Office or any similar office or agency without giving Creditor prior written notice thereof, and, upon request of Creditor, Grantor shall execute and deliver a supplement hereto (in form and substance satisfactory to Creditor) to evidence Creditor's Lien on such Patent, Trademark or Copyright, and the General Intangibles of Grantor relating thereto or represented thereby.

(c) Grantor shall take all actions necessary or requested by Creditor to maintain and pursue each application, to obtain the relevant registration and to maintain the registration of each of the Patents or Trademarks (now or hereafter existing), including the filing of applications for renewal, affidavits of use, affidavits of noncontestability and opposition and interference and cancellation proceedings.

(d) In the event that any of the Intellectual Property Collateral is infringed upon, or misappropriated or diluted by a third party, Grantor shall notify Creditor promptly after Grantor learns thereof. Grantor shall, unless it shall reasonably determine that such Intellectual Property Collateral is in no way material to the conduct of its business or operations, promptly sue for infringement, misappropriation or dilution and to recover any and all damages for such infringement, misappropriation or dilution, and shall take such other actions as Creditor shall deem appropriate under the circumstances to protect such Intellectual Property Collateral.

5. SECURITY AGREEMENT. The security interests granted pursuant to this Intellectual Property Security Agreement are granted in conjunction with the security interests granted to Creditor pursuant to the L/C Agreement. Grantor hereby acknowledges and affirms that the rights and remedies of Creditor with respect to the security interest in the Intellectual Property Collateral made and granted hereby are more fully set forth in the L/C Agreement, the terms and provisions of which are incorporated by reference herein as if fully set forth herein.

6. REINSTATEMENT. This Intellectual Property Security Agreement shall remain in full force and effect and continue to be effective should any petition be filed by or against Grantor for liquidation or reorganization, should Grantor become insolvent or make an assignment for the benefit of any creditor or creditors or should a receiver or trustee be appointed for all or any significant part of Grantor's assets, and shall continue to be effective or be reinstated, as the case may be, if at any time payment and performance of the Obligations, or any part thereof, is, pursuant to applicable law, rescinded or reduced in amount, or must otherwise be

restored or returned by any obligee of the Obligations, whether as a “voidable preference,” “fraudulent conveyance,” or otherwise, all as though such payment or performance had not been made. In the event that any payment, or any part thereof, is rescinded, reduced, restored or returned, the Obligations shall be reinstated and deemed reduced only by such amount paid and not so rescinded, reduced, restored or returned.

7. NOTICES. Whenever it is provided herein that any notice, demand, request, consent, approval, declaration or other communication shall or may be given to or served upon any of the parties by any other party, or whenever any of the parties desires to give and serve upon any other party any communication with respect to this Intellectual Property Security Agreement, each such notice, demand, request, consent, approval, declaration or other communication shall be in writing and shall be given in the manner, and deemed received, as provided for in the L/C Agreement.

8. TERMINATION OF THIS SECURITY AGREEMENT. Subject to Section 6 hereof, this Intellectual Property Security Agreement shall terminate upon the Termination Date.

[Remainder of page intentionally blank; next page is signature page]

IN WITNESS WHEREOF, Grantor has caused this Intellectual Property Security Agreement to be executed and delivered by its duly authorized officer as of the date first set forth above.

**LABOR READY, INC.**

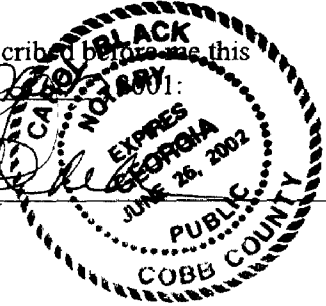
By: *Steven C. Cooper*

Name: Steven C. Cooper

Title: Executive Vice President and Chief  
Financial Officer

Sworn to and subscribed before me this  
15<sup>th</sup> day of May

*Carol Black*  
Notary Public



ACCEPTED and ACKNOWLEDGED by:

**GENERAL ELECTRIC CAPITAL CORPORATION**

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: Its Duly Authorized Signatory

Sworn to and subscribed before me this  
\_\_\_\_ day of \_\_\_\_\_, 2001:

\_\_\_\_\_  
Notary Public

[Signature Page to Intellectual Property Agreement]

IN WITNESS WHEREOF, Grantor has caused this Intellectual Property Security Agreement to be executed and delivered by its duly authorized officer as of the date first set forth above.

**LABOR READY, INC.**

By: \_\_\_\_\_  
Name: Steven C. Cooper  
Title: Executive Vice President and Chief  
Financial Officer

Sworn to and subscribed before me this  
\_\_ day of \_\_\_\_\_, 2001:

\_\_\_\_\_  
Notary Public

ACCEPTED and ACKNOWLEDGED by:

**GENERAL ELECTRIC CAPITAL CORPORATION**

By: Craig Winslow  
Name: Craig Winslow  
Title: Its Duly Authorized Signatory

Sworn to and subscribed before me this  
22<sup>nd</sup> day of March, 2001:

Gweneth B. Clement  
Notary Public

**GWENETH B. CLEMENT**  
**NOTARY PUBLIC**  
MY COMMISSION EXPIRES APR. 30, 2002

[Signature Page to Intellectual Property Agreement]

SCHEDULE I  
to  
INTELLECTUAL PROPERTY SECURITY AGREEMENT

I. PATENT REGISTRATIONS

<u>Patent</u>	<u>Registration No.</u>	<u>Date</u>
Automated Voucher Cash-out system and method	5,953,709	9/14/99

II. PATENT APPLICATIONS

None

III. PATENT LICENSES

None

ATLLIB01 1117632.1



SCHEDULE II  
to  
INTELLECTUAL PROPERTY SECURITY AGREEMENT

I. TRADEMARK REGISTRATIONS

<u>Mark</u>	<u>Registration No.</u>	<u>Date</u>
Miscellaneous design – LR symbol	1,728,069	10/27/92
Flagger Ready	75/871,385	12/14/99
Labor Ready	1,668,771	12/17/91
Labor Ready Set Go	75/63,392	7/29/99
Office Ready	75/407,695	12/18/97
Service Ready	75/821,643	8/22/2000
What do you need done	75/929,503	2/28/2000
Work today ca\$h today	75/367,719	12/12/99
Work today paid today	1,951,591	1/23/96

II. TRADEMARK APPLICATIONS

None

III. TRADEMARK LICENSES

None

ATLLIB01 1117632.1

SCHEDULE III  
to  
INTELLECTUAL PROPERTY SECURITY AGREEMENT

I. COPYRIGHT REGISTRATIONS

None

II. COPYRIGHT APPLICATIONS

None

III. COPYRIGHT LICENSES

None

ATLLIB01 1117632.1