

TRADEMARK ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	SECURITY INTEREST

CONVEYING PARTY DATA

Name	Formerly	Execution Date	Entity Type
Vance International, Inc.		01/13/2006	CORPORATION: DELAWARE

RECEIVING PARTY DATA

Name:	Bank of Montreal, as Agent
Street Address:	First Canadian Place
Internal Address:	Corporate Finance, 11th Floor
City:	Toronto
State/Country:	CANADA
Postal Code:	M5X 1A1
Entity Type:	Chartered Bank: CANADA

PROPERTY NUMBERS Total: 9

Property Type	Number	Word Mark
Registration Number:	1959543	APT
Registration Number:	2108605	WHEN YOU CAN'T AFFORD TO COMPROMISE
Registration Number:	1659142	V
Registration Number:	1900999	VANCE
Registration Number:	1858990	ASSET PROTECTION TEAM
Registration Number:	2424174	LABOR CRISIS GROUP
Registration Number:	2513191	WORKFORCE STAFFING TEAM
Serial Number:	76629756	INTEGRITY FIRST
Serial Number:	76629757	VANCE

CORRESPONDENCE DATA

Fax Number: (312)803-5299
Correspondence will be sent via US Mail when the fax attempt is unsuccessful.
 Phone: (312) 845-3430

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Email: kalwa@chapman.com
Correspondent Name: Richard Kalwa
Address Line 1: 111 West Monroe
Address Line 2: Chapman and Cutler LLP
Address Line 4: Chicago, ILLINOIS 60603

ATTORNEY DOCKET NUMBER: 1621358

DOMESTIC REPRESENTATIVE

Name:
Address Line 1:
Address Line 2:
Address Line 3:
Address Line 4:

NAME OF SUBMITTER: Richard Kalwa

Signature: /richard kalwa/

Date: 01/23/2006

Total Attachments: 6
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TRADEMARK COLLATERAL AGREEMENT

This 13th day of January, 2006, VANCE INTERNATIONAL, INC., a Delaware corporation ("*Debtor*"), with its principal place of business and mailing address at 10467 White Granite Drive, Oakton, Virginia 22124, in consideration of ten dollars (\$10.00) and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, assigns, mortgages and pledges to BANK OF MONTREAL, a chartered bank of Canada ("*BMO*"), with its mailing address at Corporate Finance, 11th Floor, First Canadian Place, Toronto, Ontario, Canada MSX 1A1, acting as administrative agent for the Secured Creditors defined in that certain Security Agreement hereinafter defined (BMO acting as such administrative agent and any successor or successors to BMO acting in such capacity being hereinafter referred to as "*Agent*"), and grants to the Agent for the benefit of the Secured Creditors, a lien on and a continuing security interest in, the following property:

(i) Each trademark, trademark registration and trademark application listed on Schedule A-1 hereto, and all of the goodwill of the business connected with the use of, and symbolized by, each such trademark, trademark registration and trademark application; and

(ii) Each trademark license listed on Schedule A-2 hereto and all royalties and other sums due or to become due under or in respect of each such trademark license, together with the right to sue for and collect all such royalties and other sums; and

(iii) All proceeds of the foregoing, including without limitation any claim by Debtor against third parties for damages by reason of past, present or future infringement of any trademark or trademark registration listed on Schedule A-1 hereto or of any trademark licensed under a trademark license listed on Schedule A-2 or by reason of injury to the goodwill associated with any such trademark, trademark registration or trademark license, in each case together with the right to sue for and collect said damages;

to secure performance of all Secured Obligations of Debtor as set out in that certain Security Agreement bearing even date herewith among Debtor, the other debtors party thereto and Agent, as the same has been or may be amended, modified, supplemented or restated from time to time (the "*Security Agreement*").

Notwithstanding anything herein to the contrary, this Trademark Collateral Agreement shall not operate as a sale, transfer, conveyance or other assignment to Agent of any applications by Debtor for a Trademark based on an intent to use the same if and so long as such application is pending without a Statement of Use having been filed and accepted (such pending applications which are based on intent to use being hereinafter referred to collectively as "*Intent-To-Use Applications*"), but rather, if and so long as Debtor's Intent-To-Use Application is pending without a Statement of Use having been filed and accepted, then this Trademark Collateral Agreement shall operate only to create a security interest for collateral purposes in favor of Agent, for the ratable benefit of the Secured Creditors, on such Intent-To-Use Application as

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collateral security for the Secured Obligations. When a Statement of Use is filed and accepted by the Trademark Office, then that application shall cease to be partly exempted from this Agreement.

Debtor does hereby further acknowledge and affirm that the rights and remedies of Agent with respect to the assignment, mortgage, pledge and security interest in the trademarks, trademark registrations, trademark applications and trademark licenses made and granted hereby are more fully set forth in the Security Agreement.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, Debtor has caused this Trademark Collateral Agreement to be duly executed as of the date and year last above written.

VANCE INTERNATIONAL, INC.

By: 
Name: _____
Its: _____

BANK OF MONTREAL, as Agent

By _____
Name: _____
Its: _____

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IN WITNESS WHEREOF, Debtor has caused this Trademark Collateral Agreement to be duly executed as of the date and year last above written.

VANCE INTERNATIONAL, INC.

By: _____
Name: _____
Its: _____

BANK OF MONTREAL, as Agent

By Sumit Sen Gupta
Name: SUMIT SEN GUPTA
Its: MANAGING DIRECTOR

**SCHEDULE A-1
TO TRADEMARK COLLATERAL AGREEMENT**

**REGISTERED TRADEMARKS
AND TRADEMARK APPLICATIONS
FEDERAL TRADEMARK REGISTRATIONS**

TRADEMARK	APPLICATION NUMBER	REGISTRATION NUMBER
APT	74/409,444	1,959,543
WHEN YOU CAN'T AFFORD TO COMPROMISE	75/131,750	2,108,605
{V WITH EAGLE DESIGN}	74/049,250	1,659,142
VANCE	74/535,421	1,900,999
ASSET PROTECTION TEAM	74/409,445	1,858,990
LABOR CRISIS GROUP	75/392,003	2,424,174
WORKFORCE STAFFING TEAM	74/751,891	2,513,191

PENDING FEDERAL TRADEMARK APPLICATIONS

TRADEMARK	APPLICATION NO.
INTEGRITY FIRST	76/629,756
VANCE	76/629,757

**SCHEDULE A-2
TO TRADEMARK COLLATERAL AGREEMENT**

TRADEMARK LICENSES

None.