

TRADEMARK ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

ETAS ID: TM683118

SUBMISSION TYPE:	NEW ASSIGNMENT		
NATURE OF CONVEYANCE:	SECURITY INTEREST		
CONVEYING PARTY DATA			
Name	Formerly	Execution Date	Entity Type
JOBPLEX, INC.		10/21/2021	Corporation: DELAWARE
RECEIVING PARTY DATA			
Name:	UMB Bank, N.A.		
Street Address:	2 South Broadway		
City:	St. Louis		
State/Country:	MISSOURI		
Postal Code:	63102		
Entity Type:	National Banking Association: UNITED STATES		
PROPERTY NUMBERS Total: 1			
Property Type	Number	Word Mark	
Registration Number:	2372803	JOBPLEX	
CORRESPONDENCE DATA			
Fax Number:	3148624656		
<i>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.</i>			
Phone:	314-863-7733		
Email:	sfaction@spencerfane.com		
Correspondent Name:	Glenn K. Robbins II c/o Spencer Fane LLP		
Address Line 1:	1 North Brentwood Blvd.		
Address Line 2:	Suite 1000		
Address Line 4:	St. Louis, MISSOURI 63105		
ATTORNEY DOCKET NUMBER:	4321945-107 STL		
NAME OF SUBMITTER:	Glenn K. Robbins II		
SIGNATURE:	/glenn k. robbins ii/		
DATE SIGNED:	10/22/2021		
Total Attachments: 19			
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INTELLECTUAL PROPERTY SECURITY AGREEMENT

This INTELLECTUAL PROPERTY SECURITY AGREEMENT (this “Agreement”) is made as of October 21, 2021, among **DHR INTERNATIONAL, INC.**, a Delaware corporation (“Borrower”); **DHR HOLLAND LLC**, an Illinois limited liability company; **DHR INDIA LLC**, an Illinois limited liability company; **DHR INTERNATIONAL ASIA, LLC**, an Illinois limited liability company; **DHR INTERNATIONAL CANADA, LLC**, an Illinois limited liability company; **DHR INTERNATIONAL FRANCE, LLC**, an Illinois limited liability company; **DHR INTERNATIONAL GERMANY LLC**, an Illinois limited liability company; **DHR INTERNATIONAL SA, LLC**, an Illinois limited liability company; **DHR SINGAPORE LLC**, an Illinois limited liability company; **DHR TAIWAN LLC**, an Illinois limited liability company; **DHR INTERNATIONAL SWITZERLAND, LLC**, an Illinois limited liability company; **DHR INTERNATIONAL UNITED KINGDOM, LLC**, an Illinois limited liability company; **JOBPLEX, INC.**, a Delaware corporation, **JOBPLEX MEXICO LLC**, an Illinois limited liability company; **ELEVATE PARTNERS INC.**, an Illinois corporation, and each and every direct and indirect Subsidiary of Borrower from time to time a party hereto (together with Borrower, each individually a “Grantor”, and individually and collectively, jointly and severally, the “Grantors”), and **UMB BANK, N.A.**, a national banking association (together with its successors and assigns, the “Lender”). Capitalized terms used in this Agreement and not otherwise defined shall have the respective meanings ascribed to such terms in the Loan Agreement (defined below).

RECITALS:

A. Pursuant to that certain Loan and Security Agreement dated as of the date hereof, between Grantors and Lender (as amended, supplemented or otherwise modified from time to time, the “Loan Agreement”), Lender has agreed, subject to the terms and conditions set forth therein, to make the Loans and other financial accommodations available to or for the account of Borrower.

B. As a condition to extending credit or otherwise making financial accommodations available to or for the account of Borrower, Lender is requiring that that Grantors execute and deliver this Agreement to Lender.

NOW, THEREFORE, in consideration of the willingness of Lender to enter into the Loan Agreement and to agree, subject to the terms and conditions set forth therein, to make the Loans to Borrower pursuant to the Loan Agreement, and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, it is hereby agreed as follows:

1. **Grant of Security Interest**. To secure all Obligations under the Loan Agreement, Grantors hereby grant to Lender a continuing security interest in all of the right, title and interest of Grantor in and to all Intellectual Property rights held by Grantors, including without limitation, the following collateral, whether now owned or hereafter acquired, but excluding any intellectual property for which the granting of a security interest therein would terminate, invalidate, void, cancel, degrade or abandon such intellectual property and any Excluded Property (the “IP Collateral”):

(a) The U.S and foreign copyrights, associated copyright registrations and applications for copyright registration, set forth on Schedule A attached hereto (collectively, the “Copyrights”);

(b) The U.S. and foreign patents and patent applications set forth on Schedule B attached hereto, including, without limitation, divisions, continuations, reissues, extensions and continuations-in-part of the same (collectively, the “Patents”);

(c) The U.S. and foreign trademark and service mark registrations, trademark and service mark applications, and unregistered tradenames and trademarks, set forth on Schedule C attached hereto, including, without limitation, all common-law rights related to, and goodwill of the business associated with the foregoing (collectively, the “Trademarks”);

(d) The domain names and registrations set forth on Schedule D attached hereto and all goodwill associated with the foregoing (collectively, the “Domain Names”);

(e) Any and all claims and causes of action for past, present or future infringement of any of the foregoing, with the right, but not the obligation, to sue for and collect damages for infringement of the foregoing;

(f) Any and all licenses or rights granted under any of the foregoing, and all license fees and royalties arising from such licenses or rights, in each case to the extent permitted by such licenses or rights;

(g) Any and all amendments, renewals, extensions, reissuances, continuations, continuations in-part and replacements of any of the foregoing; and

(h) Any and all products and proceeds of any of the foregoing.

2. Requested Recordation. Grantors authorize and request that the Register of Copyrights and the Commissioner of Patents and Trademarks (and any state, foreign or other authority to which this Agreement is submitted) file and record this Agreement (and any corresponding or separate forms of such jurisdiction) in order to publicly reflect the interests of Lender in the IP Collateral.

3. Assignment. Upon the occurrence and during the continuance of an Event of Default, Grantors shall, upon request, execute and deliver to Lender an absolute assignment transferring their entire right, title, and interest in and to the IP Collateral to Lender.

4. After-acquired IP Collateral. If, prior to the termination of the security interests granted herein pursuant to the terms hereof, any Grantor shall obtain any right, title or interest in or to any other or new Copyrights, Patents or Trademarks, or become entitled to the benefit of any other or new Copyrights, Patents or Trademarks, the provisions of this Agreement shall automatically apply thereto and Grantors shall give notice thereof in writing to Lender within thirty (30) days after the end of each fiscal year of Grantors during the term of this Agreement during which such IP Collateral was initiated or obtained and execute and deliver to Lender such documents or instruments as Lender may reasonably request further to implement, preserve or evidence Lender’s interest therein.

5. Power of Attorney. Each Grantor hereby irrevocably grant to Lender a power of attorney, to act as such Grantor’s attorney-in-fact, with full authority in the name, place and stead of such Grantor, from time to time in Lender’s discretion, to take any action and to execute any instrument that Lender may reasonably deem necessary or advisable to accomplish the purposes of this Agreement. This authority includes, without limitation, the following powers:

(a) To modify or amend (in the sole discretion of Lender without first obtaining any Grantor’s approval thereof or signature thereto), but after providing notice to Grantors, Schedule A, Schedule B, Schedule C, and/or Schedule D hereof, as appropriate, to include references to any registered intellectual property (or application or license therefor) acquired by any Grantor after the

execution hereof or to delete any reference to any IP Collateral in which Grantor no longer has or claims any right, title or interest;

(b) To execute, file and pursue (in the sole discretion of Lender without first obtaining any Grantor's approval thereof or signature thereto, unless otherwise prohibited by applicable law) any application, form or other document in order to perfect, maintain, continue or otherwise protect Lender's interest or any Grantor's rights in the IP Collateral, including, without limitation, executing and filing (i) any financing statement, any continuation statement or any amendment thereto, and (ii) any document in any proceeding before the United States Copyright Office, the United States Patent and Trademark Office or the relevant office of any state or foreign jurisdiction (including, without limitation, the filing of applications for renewal, affidavits of use, affidavits of incontestability and opposition, interference and cancellation proceedings) and to pay any fees and taxes in connection therewith or otherwise; provided, however, unless an Event of Default has occurred and is continuing, Lender will not take any actions which result in an assignment or transfer of title of such IP Collateral to Lender. Notwithstanding the foregoing, unless an Event of Default has occurred and is continuing, Lender shall not undertake prosecution of any pending patent application listed in Schedule B before the United States Patent and Trademark Office; responsibility for such prosecution of any pending patent application listed on Schedule B shall remain with Grantor's attorney of record before the United States Patent and Trademark Office;

(c) To execute any document required to acknowledge, register or perfect the interest of Lender in any part of the IP Collateral without the signature of any Grantor unless prohibited by applicable law; and

(d) Upon the occurrence and during the continuation of an Event of Default, to (i) endorse any Grantor's name on all applications, documents, papers and instruments necessary or desirable for Lender in the use of the IP Collateral, and (ii) take any other actions with respect to the IP Collateral as Lender deems to be in the best interest of Lender in its reasonable discretion.

The foregoing power of attorney is coupled with an interest and is irrevocable until the Obligations secured hereby have been unconditionally and indefeasibly paid or performed in full and the Loan Agreement has been terminated (except for any obligations designated under the Loan Agreement as continuing on an unsecured basis).

6. Release. Unless otherwise agreed in writing by the parties, the security interests granted herein will terminate (and all rights to the IP Collateral will revert to Grantors) upon satisfaction of the following conditions: (a) payment and performance in full of all Obligations secured hereby unconditionally and indefeasibly, and (b) the termination of the Loan Agreement (except for any obligations designated thereunder as continuing on an unsecured basis). Upon any such termination, Lender (at Grantors' request and sole expense) will promptly execute and deliver to Grantors (with such customary representations and warranties from a secured Lender releasing its lien as Grantors may reasonably request) such documents as Grantors may reasonably request and as are provided to Lender to evidence such termination.

7. Miscellaneous.

(a) This Agreement has been entered into in conjunction with the provisions of and the security interest granted to Lender under the Loan Agreement. The rights and remedies of Grantors and Lender with respect to the security interests granted herein are in addition and without prejudice to those set forth in the Loan Agreement, all terms and provisions of which are hereby

incorporated herein by reference. In the event that any provisions of this Agreement are deemed to conflict with the Loan Agreement or the Loan Documents, the provisions of the Loan Agreement or the Loan Documents shall govern.

(b) This Agreement may be executed in any number of counterparts with the same effect as if all the signatures on such counterparts appeared on one document. Each such counterpart will be deemed to be an original, but all counterparts together will constitute one and the same instrument.

8. Governing Law; Venue.

(a) THIS AGREEMENT, THE INTERPRETATION AND CONSTRUCTION OF THIS AGREEMENT AND OF ANY PROVISION OF THIS AGREEMENT AND OF ANY ISSUE RELATING TO THE TRANSACTIONS CONTEMPLATED BY THIS AGREEMENT SHALL BE GOVERNED BY THE LAWS OF THE STATE OF MISSOURI NOT INCLUDING CONFLICTS OF LAWS RULES.

(b) ANY LEGAL ACTION OR PROCEEDING WITH RESPECT TO THIS AGREEMENT OR ANY OTHER LOAN DOCUMENT MAY BE BROUGHT IN THE COURTS OF THE STATE OF MISSOURI OR OF THE UNITED STATES OF AMERICA FOR THE EASTERN DISTRICT OF MISSOURI, AND BY EXECUTION AND DELIVERY OF THIS AGREEMENT, EACH OF GRANTOR AND LENDER CONSENTS TO THE NON-EXCLUSIVE JURISDICTION OF THOSE COURTS. EACH OF GRANTOR AND LENDER IRREVOCABLY WAIVES ANY OBJECTION, INCLUDING ANY OBJECTION TO VENUE ON THE GROUNDS OF FORUM NON CONVENIENS, WHICH IT MAY NOW OR HEREAFTER HAVE TO THE BRINGING OF ANY SUCH ACTION OR PROCEEDING IN SUCH JURISDICTION. NOTWITHSTANDING THE FOREGOING, LENDER SHALL HAVE THE RIGHT TO BRING ANY ACTION OR PROCEEDING AGAINST GRANTOR OR ITS PROPERTY IN THE COURTS OF ANY OTHER JURISDICTION LENDER DEEMS NECESSARY OR APPROPRIATE IN ORDER TO EXERCISE REMEDIES WITH RESPECT TO THE COLLATERAL.

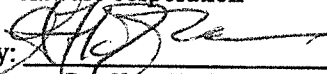
9. Additional Grantors. At any time after the date of this Agreement, one or more additional Persons may become a party hereto by executing and delivering to Lender a Security Agreement Joinder in the form of Exhibit A attached hereto (“Joinder”) or such other form in form and substance satisfactory to Lender, in its sole discretion, pursuant to Section 9.25 of the Loan Agreement. Immediately upon execution and delivery of such Joinder, and without any further action, each such additional Person shall become a party to this Agreement as a “Grantor” and shall have all of the rights and obligations of a Grantor hereunder. This Agreement shall be deemed amended by such Joinder upon the execution of any such Joinder.

[Signature Pages Follow]


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

GRANTORS:


DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer


DHR HOLLAND, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation
By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

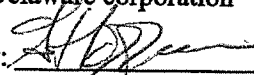
DHR INDIA, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation
By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

DHR INTERNATIONAL ASIA, LLC,
an Illinois limited liability company

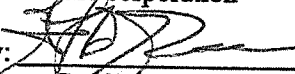
By: DHR INTERNATIONAL, INC.,
a Delaware corporation
By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

DHR INTERNATIONAL CANADA, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation
By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

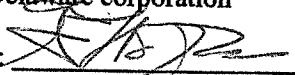
DHR INTERNATIONAL FRANCE, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer


DHR INTERNATIONAL GERMANY, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

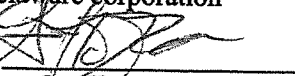
DHR INTERNATIONAL SA, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer


DHR SINGAPORE, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer


DHR TAIWAN, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer


DHR INTERNATIONAL SWITZERLAND, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation


By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

DHR INTERNATIONAL UNITED KINGDOM, LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

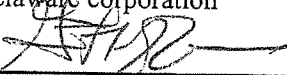
By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

JOBPLEX, INC.
a Delaware corporation


By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

JOBPLEX MEXICO LLC,
an Illinois limited liability company

By: DHR INTERNATIONAL, INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

ELEVATE PARTNERS INC.,
a Delaware corporation

By: 
Name: Geoffrey Hoffmann
Title: President/Chief Executive Officer

Accepted and agreed as of the date first above written.

LENDER:

UMB BANK, N.A.
a national banking association

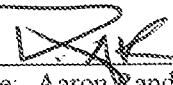
By: 
Name: Aaron Randolph
Title: Vice President

EXHIBIT A

[FORM OF]

INTELLECTUAL PROPERTY SECURITY AGREEMENT JOINDER

A. JOINDER NO. [] dated as of [] (this "Joinder"), to the Intellectual Property Security Agreement dated as of October [], 2021 (as amended, restated, amended and restated, supplemented or otherwise modified from time to time, the "IP Security Agreement"), by and among DHR INTERNATIONAL, INC., a Delaware corporation ("Borrower"), the direct and indirect Subsidiaries of Borrower from time to time a party hereto (together with Borrower, each individually a "Grantor", and individually and collectively, jointly and severally, the "Grantors"), and UMB BANK, N.A., a national banking association (together with its successors and assigns the "Lender").

B. Borrower, the guarantors from time to time party thereto, and Lender have entered into that certain Loan and Security Agreement dated as of October [], 2021 (as the same may from time to time be amended, restated, supplemented, or otherwise modified, the "Loan Agreement"), pursuant to which Lender has agreed, subject to the terms and conditions set forth therein, to make the Loans and other financial accommodations available to or for the account of Borrower. Capitalized terms used herein and not otherwise defined herein shall have the meanings assigned to such terms in the Loan Agreement or the IP Security Agreement, as applicable.

C. Section 9 of the IP Security Agreement and Section 9.25 of the Loan Agreement provide that additional Persons may become Grantors under the IP Security Agreement by executing and delivering an instrument in the form of this Joinder. [The][Each] undersigned Persons ([each a][the] "New Grantor") is executing this Joinder in accordance with the requirements of the Loan Agreement to become a Grantor under the Security Agreement in order to induce the Lender to continue the loans and certain other financial accommodations made to Borrower.

Accordingly, Lender and [each][the] New Grantor agree[s] as follows:

1. In accordance with Section 9 of the IP Security Agreement, [the][each] New Grantor by its signature below becomes a Grantor under the IP Security Agreement with the same force and effect as if originally named therein as a Grantor, and [the][each] New Grantor hereby (a) agrees to all the terms and provisions of the IP Security Agreement applicable to it as a Grantor thereunder and (b) represents and warrants as of the date hereof that the representations and warranties made by it as a Grantor thereunder that are qualified as to materiality are true and correct in all respects on and as of the date hereof and those that are not so qualified are true and correct in all material respects on and as of the date hereof; it being understood and agreed that any representation or warranty that expressly relates to an earlier date shall be deemed to refer to the date hereof. In furtherance of the foregoing, [the][each] New Grantor, as security for the prompt and complete payment and performance in full of the Obligations, hereby pledges, collaterally assigns, mortgages, transfers and grants to Lender, its successors and permitted assigns, a security interest in and Lien on all of [the][each] New Grantor's right, title and interest in and to the Collateral of New Grantor. Each reference to a "Grantor" in the IP Security Agreement shall be deemed to include [the][each] New Grantor. The IP Security Agreement is hereby incorporated herein by reference.

2. [The][Each] New Grantor represents and warrants to Lender that this Joinder has been duly authorized, executed and delivered by it and constitutes its legal, valid and binding obligation, enforceable against it in accordance with its terms.

3. This Joinder may be executed in counterparts (and by different parties hereto on different

counterparts), each of which shall constitute an original, but all of which when taken together shall constitute a single contract. This Joinder shall become effective when Lender shall have received a counterpart of this Joinder that bears the signature of [the][each] New Grantor and Lender has executed a counterpart hereof. Delivery of an executed signature page to this Joinder by facsimile transmission or by email as a ".pdf" or ".tif" attachment shall be as effective as delivery of a manually signed counterpart of this Joinder.

4. Attached hereto is a duly prepared, completed and executed Perfection Certificate with respect to [the][each] New Grantor, and [the][each] New Grantor hereby represents and warrants that the information set forth therein is correct and complete in all material respects as of the date hereof.

5. Except as expressly supplemented hereby, the IP Security Agreement shall remain in full force and effect.

6. THIS JOINDER SHALL BE GOVERNED BY, AND CONSTRUED AND INTERPRETED IN ACCORDANCE WITH, THE LAWS OF THE STATE OF MISSOURI.

7. In case any one or more of the provisions contained in this Joinder is invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein and in the IP Security Agreement shall not in any way be affected or impaired thereby (it being understood that the invalidity of a particular provision in a particular jurisdiction shall not in and of itself affect the validity of such provision in any other jurisdiction). The parties hereto shall endeavor in good-faith negotiations to replace the invalid, illegal or unenforceable provisions with valid provisions the economic effect of which comes as close as possible to that of the invalid, illegal or unenforceable provisions.

8. [The][Each] New Grantor agrees to reimburse Lender for its expenses in connection with this Joinder, including the fees, other charges and disbursements of counsel in accordance with Section 15.20 of the Loan Agreement.

9. This Joinder shall constitute a Loan Document, under and as defined in, the Loan Agreement.

[Signature Pages Follow]

IN WITNESS WHEREOF, [the][each] New Grantor has duly executed this Joinder to the IP Security Agreement, and Lender has caused the same to be accepted, as of the day and year first above written.

NEW GRANTOR:

[NAME OF NEW SUBSIDIARY]

By: _____

Name:

Title:

LENDER:

UMB BANK, N.A.

a national banking association

By: _____

Name:

Title

SCHEDULE A

COPYRIGHT COLLATERAL

None

(Schedule A to Intellectual Property Security Agreement)

SCHEDULE B

PATENT COLLATERAL

None

(Schedule B to Intellectual Property Security Agreement)

SCHEDULE C
TRADEMARK COLLATERAL

DHR INTERNATIONAL, INC. APPLICATION FILING REGISTRATION						
COUNTRY	TRADEMARK	STATUS	NUMBER	DATE	NUMBER	DATE
USA	DHR (Word Mark)	Registered	76/582502	22-Mar-04	2932621	15-Mar-05
USA	DHR & Design	Registered	74/475675	29-Dec-93	1904587	11-Jul-1995
Benelux	DHR & Design	Registered	1034937	19-Jun-03	736532	19-Jun-03
Brazil	DHR & Design	Registered	830891846	21-Dec-10	830891846	6-Oct-14
Canada	DHR & Design	Registered	1211329	23-Mar-04	685237	30-Mar-07
Chile	DHR logo	Pending				
China (People's Republic)	DHR & Design	Registered	9740678	20-Jul-2011	9740698	14-Sept-2012
France	DHR & Design	Registered	06 3 404 714	20-Jan-06	06 3 404 714	20-Jan-06
Hong Kong	DHR & Design	Registered	300229437	8-Jun-04	300229437	8-Jun-04
India	DHR & Design	Registered	1745583	20-Oct-08	1745583	20-Oct-08
International Registration	DHR & Design	Registered	Z1230539	12-Mar-04	829544	12-Mar-04
EU Registration (EUTM)	DHR	Registered	017920933	9/29/2018	017920933	16-Oct-18
Mexico	DHR & Design	Registered	673715	25-Aug-04	859659	25-Aug-04
Singapore	DHR & Design	Registered	T04/0923J	8-Jun-04	T04/09237J	8-Jun-04

(Schedule C to Intellectual Property Security Agreement)

JOBPLEX, INC. APPLICATION FILING REGISTRATION						
COUNTRY	TRADEMARK	STATUS	NUMBER	DATE	NUMBER	DATE
USA	JOBPLEX	Registered	75/785315	21-Sep-99	2372803	1-Aug-00

(Schedule C to Intellectual Property Security Agreement)

SCHEDULE D

DOMAIN NAMES

DOMAIN NAME	STATUS	EXPIRY DATE	REGISTRAR
dhrelevate.com	active	1/14/2022	hover
meetelevate.com	active	1/14/2022	hover
dhrelevatepartners.com	active	1/14/2022	hover
dhrinternational.info	active	4/8/2022	hover
dhr.global	active	4/24/2022	hover
dhrinternational.com	active	6/13/2022	hover
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dhrinternational.xyz	active	6/18/2022	hover
dhrnonprofit.com	active	11/10/2021	hover
hoffmannholdings.com	active	11/16/2021	hover
hoffmanninternational.com	active	11/16/2021	hover
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ospreycapitalc.com	active	7/10/2022	hover
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ospreycapitalllc.com	active	5/20/2022	hover
dhrintl.net	active	10/20/2021	hover
dhrinternationaleurope.co.uk	active	1/11/2022	hover
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dhrintl.co.uk	active	1/30/2022	hover
dhr.international	active	3/16/2022	hover
dhrneumann.com	active	8/11/2022	hover

(Schedule D to Intellectual Property Security Agreement)

osprey.capital	active	10/29/2021	hover
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hcre.properties	active	10/29/2021	hover
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dhrinternational.com.au	active	6/14/2022	hover
dhinternational.com.au	active	6/14/2022	hover
dhrinternational.eu	active	12/28/2021	hover
dhrneumann.eu	active	12/28/2021	hover
dhrsearch.com	active	10/18/2021	hover
dhrglobaltd.com	active	1/5/2022	hover
dhrinternationaleurope.com	active	6/3/2022	hover
dhrinternationaleurope.net	active	8/20/2022	hover
dhrinternationalconsultants.com	active	10/14/2022	hover
dhrinternationalcareers.com	active	10/14/2022	hover
dhracquisitions.com	active	10/14/2022	hover
dhrinternationalnews.com	active	10/14/2022	hover
dhrlitigation.com	active	10/14/2022	hover
hoffmanncompanies.com	active	10/14/2022	hover
gamesonlincoln.com	active	11/30/2021	hover
dhrint.com	active	2/21/2022	hover
dhrint.blog	active	2/21/2022	hover
dhrint.net	active	2/21/2022	hover
dhreurope.com	active	5/30/2022	hover

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dhreurope.eu	active	5/30/2022	hover
dhreurope.co.uk	active	5/30/2022	hover
dhrinternational.ca	active	10/22/2021	hover
jobplex.ca	active	10/22/2021	hover
mcctr.com	active	10/10/2022	hover
mcctr.us	active	5/1/2023	hover
dhrgrp.com	active	2/24/2022	hover
dhrgrp.ca	active	2/24/2022	hover
dhrgrp.co	active	2/24/2022	hover
dhrgrp.net	active	2/24/2022	hover
dhrconnect.com	active	1/14/2022	hover
dhrconnected.com	active	1/14/2022	hover
dhr-global.com	active	1/14/2022	hover
williamsbay.com	active	5/5/2022	hover
dhrgl.com	active	5/13/2022	hover
dhrgl.co	active	5/13/2022	hover
dhrglobal.co	active	5/21/2022	hover
dhrglobal.us	active	5/21/2022	hover
dhrglobal.io	active	5/21/2022	hover
dhrglobal.ca	active	5/21/2022	hover
dhrglobal.co.uk	active	5/21/2022	hover
dhrglobal.eu	active	5/21/2022	hover
dhr.xxx	block	12/1/2021	godaddy
dhrglobal.com	active	10/22/2022	godaddy

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ospreycap.com	active	7/13/2022	godaddy
dhrinternationalblog.com	active	9/25/2025	godaddy
dhrinternational.jp	active		marcaria
dhrglobal.jp	active	5/20/2022	marcaria
dhrinternational.sucks	active	10/14/2022	rebel
jobplex.sucks	active	6/23/2022	rebel

(Schedule D to Intellectual Property Security Agreement)

*Intellectual Property Security Agreement
UMB Bank, n.a./ DHR International, Inc.*

SL 5220306.4

RECORDED: 10/22/2021

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