

MM  
4-18-01

04-18-2001



101678701

FORM PTO-1594  
(Rev 5-93)

RECORDATION FORM COVER SHEET  
TRADEMARKS ONLY

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

|   |   |
|---|---|
| <p>1. Name of conveying party(ies):<br/>SAND HILL CAPITAL II, L.P.</p> <p>Individual(s) citizenship:<br/>Association:<br/>General Partnership:<br/>Limited Partnership: DELAWARE<br/>Corporation - State:<br/>Other:</p> <p>Additional name(s) of conveying party(ies) attached? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>3. Nature of Conveyance:<br/><input type="checkbox"/> Assignment <input type="checkbox"/> Merger<br/><input checked="" type="checkbox"/> Security Agreement <input type="checkbox"/> Change of Name<br/><input type="checkbox"/> Other</p> <p>Execution Date: December 11, 2000</p> | <p>2. Name and address of receiving party(ies):</p> <p>Name: FB COMMERCIAL FINANCE, INC.<br/>Address: 135 NORTH MERAMEC AVENUE<br/>City: ST. LOUIS State: MO Zip: 63105</p> <p>Individual(s) citizenship:<br/>Association:<br/>General Partnership:<br/>Limited Partnership:<br/>Corporation - State: MISSOURI<br/>Other:</p> <p>If assignee is not domiciled in the United States, a domestic representative designation is attached: <input type="checkbox"/> Yes <input type="checkbox"/> No<br/>(Designations must be a separate document from assignment)<br/>Additional name(s) &amp; address(es) attached? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> |
|---|---|

|  |            |            |            |            |            |            |  |           |           |           |           |           |  |
|--|------------|------------|------------|------------|------------|------------|--|-----------|-----------|-----------|-----------|-----------|--|
| 4. Application number(s) or trademark number(s):   |            |            |            |            |            |            |  |           |           |           |           |           |  |
| <p>A. Trademark Application No.(s)</p> <table border="0"> <tr> <td>75/565,690</td> <td>75/805,764</td> <td>75/819,727</td> </tr> <tr> <td>76/042,366</td> <td>76/042,367</td> <td>76/043,548</td> </tr> </table> | 75/565,690 | 75/805,764 | 75/819,727 | 76/042,366 | 76/042,367 | 76/043,548 | <p>B. Trademark Registration No.(s)</p> <table border="0"> <tr> <td>2,072,122</td> <td>2,127,851</td> <td>2,263,397</td> </tr> <tr> <td>2,322,891</td> <td>2,325,206</td> <td></td> </tr> </table> | 2,072,122 | 2,127,851 | 2,263,397 | 2,322,891 | 2,325,206 |  |
| 75/565,690   | 75/805,764 | 75/819,727 |            |            |            |            |  |           |           |           |           |           |  |
| 76/042,366   | 76/042,367 | 76/043,548 |            |            |            |            |  |           |           |           |           |           |  |
| 2,072,122  | 2,127,851  | 2,263,397  |            |            |            |            |  |           |           |           |           |           |  |
| 2,322,891  | 2,325,206  |            |            |            |            |            |  |           |           |           |           |           |  |
| Additional numbers attached? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   |            |            |            |            |            |            |  |           |           |           |           |           |  |

|   |   |
|---|---|
| <p>5. Name and address of party to whom correspondence concerning document should be mailed:</p> <p>Name: Erin O'Brien<br/>Internal Address: GRAY CARY WARE &amp; FREIDENRICH<br/>400 Hamilton Avenue<br/>Palo Alto, California 94301</p> | <p>6 Total number of applications and registrations involved: 11</p> <p>7. Total fee (37 CFR 3.41) ..... \$290.00<br/><input type="checkbox"/> Enclosed<br/><input checked="" type="checkbox"/> Authorized to be charged to deposit account</p> <p>8. Deposit account number: _____<br/>(Attach duplicate copy of this page if paying by deposit account)</p> |
|---|---|

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.

|                        |           |                |
|------------------------|-----------|----------------|
| Erin O'Brien           |           | April 17, 2000 |
| Name of Person Signing | Signature | Date           |

Total number of pages comprising cover sheet: [ 5 ]

Mail Documents to be recorded with required cover sheet information to:  
U.S. Patent and Trademark Office, Office of Public Records  
1213 Jefferson Davis Highway, 3rd Floor  
Arlington, VA

04/18/2001 GTDN11 00000169 75565690

01 FC:481 40.00 OP  
02 FC:482 250.00 OP

PA\10141878.17  
1191271-900003

TRADEMARK  
REEL: 002272 FRAME: 0779

1. Name of conveying party(ies): **continued**

SAND HILL CAPITAL II Q, L.P. a Delaware limited partnership  
SAND HILL CAPITAL, LLC, a California limited liability company

## TRADEMARK SECURITY AGREEMENT

**WHEREAS**, SAND HILL CAPITAL II, L.P., a Delaware limited partnership, SAND HILL CAPITAL II Q, L.P., a Delaware limited partnership, or SAND HILL CAPITAL, LLC, a California limited liability company (hereinafter each individually, a "Grantor" and collectively, the "Grantors") owns the Trademarks, Trademark registrations, and Trademark applications listed on Schedule 1 annexed hereto, and is a party to the Trademark licenses listed on Schedule 1 annexed hereto, or is the holder of a security interest in such Trademarks, Trademark registrations, Trademark applications or Trademark licenses; and

**WHEREAS**, Grantors entered into a Credit Agreement dated as of December 22, 1999 (as the same may be amended, restated, supplemented or otherwise modified from time to time, the "Credit Agreement") with FB COMMERCIAL FINANCE, INC., a Missouri corporation ("Lender"), providing for extensions of credit and other financial accommodations to be made to Grantors by Lender; and

**WHEREAS**, pursuant to the terms of a General Security Agreement dated as of December 22, 1999 (as the same may be amended, restated, supplemented or otherwise modified from time to time, the "Security Agreement"), between Borrowers and Agent (in such capacity, "Grantee"), each Grantor has granted to Grantee a security interest in substantially all the assets of such Grantor including all right, title and interest (including, without limitation, as the holder of a security interest) of Grantor in, to and under all now owned and hereafter acquired Trademarks (as defined in the Security Agreement), Trademark registrations, Trademark applications and Trademark Licenses (as defined in the Security Agreement) and the Trademark licenses listed on Schedule I annexed hereto, together with the goodwill of the business symbolized by Grantor's Trademarks, and all proceeds thereof, to secure the payment of all amounts owing by such Grantor under the Credit Agreement;

**NOW, THEREFORE**, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, each Grantor does hereby grant to Grantee a continuing security interest in all of Grantor's right, title and interest (including, without limitation, any interest which is a security interest held by Grantor in the following hereinafter described property) in, to and under the following (all of the following items or types of property being herein collectively referred to as the "Trademark Collateral"), whether presently existing or hereafter created or acquired:

- (1) each Trademark, Trademark registration and Trademark application, including, without limitation, the Trademarks, Trademark registrations (together with any reissues, continuations or extensions thereof) and Trademark applications referred to in Schedule 1 annexed hereto, and all of the goodwill of the business connected with the use of, and symbolized by, each Trademark, Trademark registration and Trademark application;
- (2) each Trademark License and each Trademark license listed on Schedule I annexed hereto, and all of the goodwill of the business connected with the use of, and symbolized by, each Trademark License and each Trademark license listed on Schedule I annexed hereto; and
- (3) all products and proceeds of the foregoing, including, without limitation, any claim by Grantor against third parties for past, present or future (a) infringement or dilution of any Trademark or Trademark registration including, without limitation, the Trademarks and Trademark registrations referred to in Schedule 1 annexed hereto, the Trademark registrations issued with respect to the Trademark applications referred in Schedule 1 and the Trademarks licensed under any Trademark License or under any Trademark license referred to in Schedule I annexed hereto, or (b) injury to the goodwill associated with any Trademark, Trademark registration or Trademark licensed under any Trademark License or under any Trademark license referred to in Schedule I annexed hereto.

This security interest is granted in conjunction with the security interests granted to Grantee pursuant to the Security Agreement. Each Grantor hereby acknowledges and affirms that the rights and remedies of Grantee with respect to the security interest in the Trademark Collateral made and granted hereby are more fully set forth in the

Security Agreement, the terms and provisions of which are incorporated by reference herein as if fully set forth herein.

**IN WITNESS WHEREOF**, Grantors have caused this Trademark Security Agreement to be duly executed by its duly authorized officer thereunto as of the 11 day of December, 2000.

**GRANTORS**

**SAND HILL CAPITAL II, L.P.**  
a Delaware limited partnership

By: Sand Hill Capital Management L.L.C.  
By: Bruce H. Kendall  
Bruce H. Kendall  
Chief Financial Officer

**SAND HILL CAPITAL II Q, L.P.**  
a Delaware limited partnership

By: Sand Hill Capital Management L.L.C.  
By: Bruce H. Kendall  
Bruce H. Kendall  
Chief Financial Officer

**SAND HILL CAPITAL, LLC**  
a California limited liability company

By: Bruce H. Kendall  
Bruce H. Kendall  
Chief Financial Officer

Acknowledged:

**FB COMMERCIAL FINANCE, INC.**

By: [Signature]  
Printed Name: Richard M. Lyons  
Title: SVP

## SCHEDULE 1

## Trademarks

| <u>Description</u>               | <u>Registration/<br/>Application<br/>Number</u> | <u>Registration/<br/>Application<br/>Date</u> |
|----------------------------------|---|---|
| Technology for recruiting people | 75/565,690                                      | 02/02/98                                      |
| EZEnterprise                     | 75/805,764                                      | 09/13/99                                      |
| Intelligent                      | 75/819,727                                      | 10/05/99                                      |
| I (and design)                   | 76/042,366                                      | 04/27/00                                      |
| EPersonic                        | 76/042,367                                      | 04/27/00                                      |
| Personic                         | 76/043,548                                      | 05/04/00                                      |
| EZAccess                         | 2,072,122                                       | 06/17/97                                      |
| EZLite                           | 2,127,851                                       | 01/06/98                                      |
| EZWeblink                        | 2,263,397                                       | 07/20/99                                      |
| Personic                         | 2,322,891                                       | 02/29/00                                      |
| Personic (and design)            | 2,325,206                                       | 03/07/00                                      |