

01-30-2003

Form PTO-1594

(Rev. 10/02)

OMB No. 0651-0027 (exp. 6/30/2005)

Tab settings

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102352418

U.S. DEPARTMENT OF COMMERCE
U.S. Patent and Trademark Office

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

1. Name of conveying party(ies)

BT.Novations, Inc.

01/27/03

- ☐ Individual(s) ☐ Association
☐ General Partnership ☐ Limited Partnership
☒ Corporation-State
☐ Other _____

Additional name(s) of conveying party(ies) attached? ☐ Yes ☐ No

3. Nature of conveyance:

- ☐ Assignment ☒ Merger
☐ Security Agreement ☐ Change of Name
☐ Other _____

Execution Date: 6/30/02

2. Name and address of receiving party(ies)

Name: Provant Performance Solutions, Inc.

Internal

Address: _____

Street Address: 75 North Maple Avenue

City: Ridgewood State: NJ Zip: 07450

- ☐ Individual(s) citizenship
☐ Association
☐ General Partnership
☐ Limited Partnership
☒ Corporation-State Delaware
☐ Other _____

If assignee is not domiciled in the United States, a domestic representative designation is attached: ☐ Yes ☐ No
 (Designations must be a separate document from assignment)
 Additional name(s) & address(es) attached? ☐ Yes ☐ No

4. Application number(s) or registration number(s):

A. Trademark Application No.(s) _____

See attached Schedule A

B. Trademark Registration No.(s) _____

See Attached Schedule A

Additional number(s) attached ☒ Yes ☐ No

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

Name: Matthew D. Hanaghan

Internal Address: Nutter, McClennen & Fish, LLP

Street Address: World Trade Center West

City: Boston State: MA Zip: 02210

6. Total number of applications and registrations involved: _____

46

7. Total fee (37 CFR 3.41).....\$ 1,165.00

- ☒ Enclosed
☐ Authorized to be charged to deposit account

8. Deposit account number:

141449

9. Signature.

40.00 OP
1125.00 OP

Renee' Diana Sanft

Name of Person Signing

Signature

1/27/03

Date

Total number of pages including cover sheet, attachments, and document: _____

Mail documents to be recorded with required cover sheet information to:
 Commissioner of Patent & Trademarks, Box Assignments
 Washington, D.C. 20231

TRADEMARK
 REEL: 002660 FRAME: 0904

Schedule A

BT.Novations, Inc. Trademark Registrations

Please record a Change of Name (from BT.Novations, Inc. to Provant Performance Solutions, Inc.) for the following trademark applications and registrations.

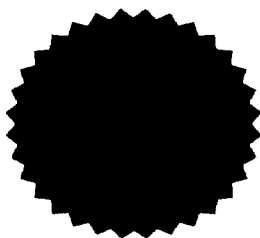
<u>Mark</u>	<u>Ser/Reg</u>	<u>Reg Date/Filing Date</u>	<u>Status</u>
United States			
BEHAVIORAL INTERVIEWING (AND DESIGN)	1,538,522	May 9, 1989	Registered
BEHAVIORAL INTERVIEWING (AND DESIGN)	1,546,804	July 4, 1989	Registered
BEHAVIORAL TECHNOLOGY FINDING ANSWERS IN ACTIONS	2,127,583	January 6, 1998	Registered
FINDING ANSWERS IN ACTIONS	2,210,732	December 15, 1998	Registered
BEHAVIORAL TECHNOLOGY	1,648,582	June 18, 1991	Registered
SKILSHARE	2,143,453	March 10, 1998	Registered
BEHAVIORAL TECHNOLOGY	2,116,622	November 25, 1997	Registered
PERFORMANCE COMMUNICATIONS	2,044,825	March 11, 1997	Registered
MISCELLANEOUS DESIGN (CHASING ARROWS)	2,116,612	November 25, 1997	Registered
SKILMATCH (AND DESIGN)	1,480,608	March 15, 1988	Registered
SKILMATCH	1,618,526	October 23, 1990	Registered
MISCELLANEOUS DESIGN (HUMAN FIGURES)	1,617,407	October 16, 1990	Abandoned
BEHAVIORAL TECHNOLOGY (AND DESIGN)	2,417,578	January 2, 2001	Registered
JOBSYNC	2,454,146	May 22, 2001	Registered
SKILMATCH	2,442,309	April 10, 1001	Registered
MISCELLANEOUS (THREE- RING DESIGN)	2,426,826	February 6, 2001	Registered
BEHAVIORAL TECHNOLOGY (AND DESIGN)	2,426,823	February 6, 2001	Registered
BEHAVIORAL TECHNOLOGY (AND DESIGN)	2,499,053	October 16, 2001	Registered
BEHAVIORAL TECHNOLOGY (AND DESIGN)	2,473,162	July 31, 2001	Registered
MISCELLANEOUS (THREE- RING DESIGN)	2,447,712	May 1, 2001	Registered

Mark	Ser/Reg	Reg Date/Filing	Status
MISCELLANEOUS (THREE-RING DESIGN)	2,417,580	January 2, 2001	Registered
MISCELLANEOUS (THREE-RING DESIGN)	2,425,129	January 30, 2001	Registered
TALENTPLANNING	76/353,086	December 19, 2001	Pending
TALENTPLANNING	76/353,211	December 19, 2001	Pending
TALENTPLANNING	76/353,209	December 19, 2001	Pending
TALENTPLANNING (AND DESIGN)	76/353,087	December 19, 2001	Pending
TALENTPLANNING (AND DESIGN)	76/353,212	December 19, 2001	Pending
TALENTPLANNING (AND DESIGN)	76/353,210	December 19, 2001	Pending
TALENTSELECTION	2,628,229	October 1, 2002	Registered
TALENTSELECTION	2,621,252	September 17, 2002	Registered
TALENTSELECTION	76/350,255	December 18, 2001	Pending
TALENTSELECTION (AND DESIGN)	76/350,582	December 18, 2001	Pending
TALENTSELECTION (AND DESIGN)	76/353,064	December 19, 2001	Pending
TALENTSELECTION (AND DESIGN)	76/353,099	December 19, 2001	Pending
TALENTDEVELOPMENT	76/350,499	December 17, 2001	Pending
TALENTDEVELOPMENT	76/350,498	December 17, 2001	Pending
TALENTDEVELOPMENT	76/350,649	December 18, 2001	Pending
TALENTDEVELOPMENT (AND DESIGN)	76/350,385	December 18, 2001	Pending
TALENTDEVELOPMENT(AND DESIGN)	76/350,189	December 18, 2001	Pending
TALENTDEVELOPMENT(AND DESIGN)	76/350,581	December 18, 2001	Pending
FOUR STAGES SERIES	2,236,339	March 30, 1999	Registered
CAREER BEST T TALENTS P PASSIONS O ORGANIZATION	2,378,002	August 15, 2000	Registered
TURNING FEEDBACK INTO CHANGE	2,209,071	December 8, 1998	Registered
MITE	1,642,785	April 30, 1991	Registered
NOVATIONS	1,648,815	June 25, 1991	Registered
NOVATIONS	1,645,582	May 21, 1991	Registered

The First State

I, HARRIET SMITH WINDSOR, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF MERGER OF "PROVANT VERTICAL MARKET SOLUTIONS, INC.", CHANGING ITS NAME FROM "PROVANT VERTICAL MARKET SOLUTIONS, INC." TO "PROVANT PERFORMANCE SOLUTIONS, INC.", FILED IN THIS OFFICE ON THE TWENTY-EIGHTH DAY OF JUNE, A.D. 2002, AT 12:30 O'CLOCK P.M.

AND I DO HEREBY FURTHER CERTIFY THAT THE EFFECTIVE DATE OF THE AFORESAID CERTIFICATE OF MERGER IS THE THIRTIETH DAY OF JUNE, A.D. 2002, AT 11:59 O'CLOCK P.M.



Harriet Smith Windsor

Harriet Smith Windsor, Secretary of State

AUTHENTICATION: 2190714

2969758 8100

030011734

DATE: 01-07-03

TRADEMARK
REEL: 002660 FRAME: 0907

CERTIFICATE OF MERGER
OF
J. HOWARD & ASSOCIATES, INC.,
DECKER COMMUNICATIONS, INC.,
NOVATIONS GROUP, INC., and
BT.NOVATIONS, INC.

with and into

PROVANT VERTICAL MARKET SOLUTIONS, INC.

Provant Vertical Market Solutions, Inc., a corporation organized and existing under the Delaware General Corporation Law (the "DGCL"), hereby certifies pursuant to Section 251 of the DGCL as follows:

1. That the names of the constituent corporations to the merger are Provant Vertical Market Solutions, Inc., a corporation organized under the laws of the State of Delaware, J. Howard & Associates, Inc., a corporation organized under the laws of the State of Delaware, Decker Communications, Inc., a corporation organized under the laws of the State of Delaware, Novations Group, Inc., a corporation organized under the laws of the State of Delaware, and BT.Novations, Inc., a corporation organized under the laws of the State of Delaware.

2. That an Agreement and Plan of Merger (the "Merger Agreement") between the constituent corporations to the merger has been approved, adopted, certified, executed and acknowledged by each of the constituent corporations in accordance with the requirements of Section 251 of the DGCL.

3. That the surviving corporation in the merger is Provant Vertical Market Solutions, Inc. (the "Surviving Company").

4. That the Certificate of Incorporation of the Surviving Company shall be its Certificate of Incorporation, except that the Certificate of Incorporation of the Surviving Company shall be amended by deleting ARTICLE 1 in its entirety and by inserting the following in place thereof:

"ARTICLE 1. Name. The name of the corporation is Provant Performance Solutions, Inc."

5. That the effective date of the merger shall be 11:59 p.m. on June 30, 2002.

6. That the executed Merger Agreement is on file at an office of the Surviving Company located at 75 North Maple Avenue, Ridgewood, NJ 07450.

7. That the Surviving Company will furnish a copy of the Merger Agreement on request and without cost to any stockholder of the constituent corporations.

IN WITNESS WHEREOF, this Certificate of Merger has been duly executed as of the 28th day of June, 2002, and is being filed in accordance with Section 251 of the Delaware General Corporation Law by an authorized officer of the Surviving Company.

PROVANT VERTICAL MARKET SOLUTIONS, INC.

By: 
Norman G. Fornella, Vice President

1114844.1



Matthew D. Hanaghan
Direct Line: 617-439-2583
Fax: 617-310-9583
E-mail: mhanaghan@nutter.com

January 27, 2003

VIA EXPRESS MAILING LABEL NO.: EV 177238046US

U.S. Patent and Trademark Office
Assignment Division
Box Assignments
CG-4
1213 Jefferson Davis Highway, Suite 320
Washington, D.C. 20231

Re: Recordation of Merger between BT.Novations, Inc. and Provant
 Vertical Market Solutions, Inc.

To the Assignment Division:

I have enclosed the documents listed below in order to record a change of name of the registered owner of trademark registrations currently owned by BT.Novations, Inc. The name change was effected by merging BT.Novations, Inc. with and into Provant Vertical Market Solutions, Inc. and having the name of the surviving corporation be Provant Performance Solutions, Inc.

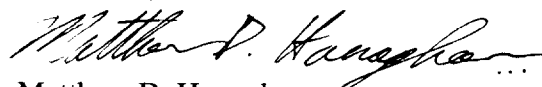
The documents are as follows:

1. Recordation Form Cover Sheet, along with a certified copy of the Certificate of Merger showing that the name of the company is now Provant Performance Solutions, Inc.
2. A check made payable to the Commissioner in the amount of \$1,165 to cover the filing fee (pertaining to 46 trademarks).
3. A return postcard

Please furnish me with the reel and frame recording references in due course. The Commissioner is hereby authorized to charge any additional amount or credit any overpayment to our Deposit Account No. 141449. This letter is submitted in triplicate.

Thank you and please call me if you have any questions.

Yours truly,


Matthew D. Hanaghan

Nutter McClennen & Fish LLP ■ Attorneys at Law

World Trade Center West ■ 155 Seaport Boulevard ■ Boston, MA 02210-2604 ■ 617-439-2000 ■ Fax: 617-310-9000 ■ www.nutter.com

TRADEMARK
REEL: 002660 FRAME: 0910



Matthew D. Hanaghan
Direct Line: 617-439-2583
Fax: 617-310-9583
E-mail: mhanaghan@nutter.com

January 27, 2003

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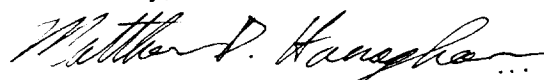
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RECORDED: 01/27/2003

TRADEMARK
REEL: 002660 FRAME: 0911