KL Ref. No.: 056234/10

LLS DEPARTMENT OF COMMERCE

FORM PTO-1594 RE		ΞT	U.S. DEPARTMENT OF COMMERCE					
(Rev. 6-93)	10244	14935	Patent and Trademark Office					
To the Honorable Commissioner of Patents and Trademarks: Please record the attached original documents or copy thereof.								
Name of conveying party(ies) VIRTUAL RELOCATION.COM, INC.	5.7.03	2. Name and address of Name: FLEET NATIONAL BA	- · · · ·					
☐ Individual(s) ☐ General Partnership ☑ Corporation - State - Oregon ☐ Association ☐ Limited Partnership . ☐ Other Additional name(s) of conveying party(ies) attaining	ached?	Street Address: 1185 Avenue of City: New York State: New York	Tork Zip: 10036 ANCE ST					
3. Nature of conveyance: ☐ Assignment ☐ Security Agreement ☐ Merger ☐ Change of Name ☑ Other Security Interest		If assignce is not domiciled in the designation is attached: Yes (Designations must be a separate Additional name(s) & address(es)	e United States, a domestic representative					
Execution Date: 5/1/2003								
4. Application number(s) or registration number(s): A. Trademark Application No.(s) Additional numbers attached? Yes ⊠ No □ (see attached schedule)								
5. Name and address of party to whom correspondence concerning document should be mailed:		6. Total number of applications and registrations involved						
Name: Brenda Reilly		7. Total fee (37 CFR 3.41)	\$65.00					
Internal Address: Kramer Levin Naftalis &	Frankel LLP	⊠ Enclosed						
Street Address: 919 Third Avenue		☐ Authorized to be charged to deposit account # 50 - 0540						
City: New York State: New York Zip: 10022		8. Deposit account number: 50-0540 (Attach duplicate copy of this page if paying by deposit account)						
Do not use this space								
9. Statement and signature. To the best of my knowledge and belief, the foregoing Katherine Meyer Name of Person Signing	ing information is true a	ature Total	s a true copy of the original document. 5/1/2005 Date number of pages including cover sheet, numents, and document: 6					
Do not detach this portion								
Mail documents to be recorded with required cover sheet information to:								
Commissioner of Patents and Trademarks Box Assignments Washington, D.C. 20231								
Public burden reporting for this sample cover sheet is esting document and gathering the data needed, and completing Patent and Trademark Office, Office of information Syste Reduction Project (0651-0011), Washington, D.C. 2053.	and reviewing the samp ems, PK2-1000C, Wash	le cover sheet. Send comments re	garding this burden estimate to the U.S.					
5/09/2003 ECOUPER 00000061 2385463			RFCST.PTO					
1 FC:8521 40.00 0F 2 FC:8522 25.00 0F								

SCHEDULE A

(Virtual Relocation.com, Inc.)

REFERENCE	E# MARK	FILED #	APPL#	REGDT	REG#	STATUS	CLASSES
3G703US0	V & DESIGN	9/10/1999	75/796,557	9/12/2000	2,385,463	REGISTERED	35
3G702US0	VIRTUAL RELOCATION & DESIGN	12/18/1996	75/215,099	8/25/1998	2,183,463	REGISTERED	35

S:\TMP Administrative\Trademarks.Schedule A.Virtual Relocation.doc

GRANT OF SECURITY INTEREST IN TRADEMARK RIGHTS

THIS GRANT OF SECURITY INTEREST IN TRADEMARK RIGHTS ("Agreement"), dated as of May 1, 2003 is made by VIRTUAL RELOCATION.COM, INC., an Oregon corporation (the "Grantor"), in favor of the Administrative Agent (defined below) for the several banks and other financial institutions or entities (the "Lenders") from time to time parties to the Credit Agreement, dated as of April 7, 2003 (as amended, supplemented or otherwise modified from time to time, the "Credit Agreement"), among TMP WORLDWIDE INC., a Delaware corporation now known as MONSTER WORLDWIDE, INC. ("TMP"), TMP WORLDWIDE LIMITED ("TMPWL"), an indirect wholly owned subsidiary of TMP organized under the laws of the United Kingdom, BARTLETT SCOTT EDGAR LIMITED ("BSEL", with TMPWL, the "UK Borrowers"), an indirect wholly owned subsidiary of TMP organized under the laws of the United Kingdom, the other "Subsidiary Borrowers" party from time to time hereto (each a "Borrower," collectively the "Borrowers"), the Lenders, FLEET NATIONAL BANK, as sole lead arranger (in such capacity, the "Lead Arranger") and as administrative agent (in such capacity, the "Administrative Agent"), THE ROYAL BANK OF SCOTLAND PLC, as syndication agent (in such capacity, the "Syndication Agent"), and LA SALLE BANK NATIONAL ASSOCIATION, as documentation agent (in such capacity, the "Documentation Agent").

WITNESSETH:

WHEREAS, pursuant to the Credit Agreement, the Lenders have severally agreed to make Loans and other extensions of credit to the Borrowers upon the terms and subject to the conditions set forth therein;

WHEREAS, in connection with the Credit Agreement, TMP and certain of its subsidiaries have executed and delivered a Guarantee and Collateral Agreement, dated as of April 7, 2003, in favor of the Administrative Agent (together with all amendments and modifications, if any, from time to time thereafter made thereto, the "Guarantee and Collateral Agreement");

WHEREAS, pursuant to the Guarantee and Collateral Agreement, the Grantor pledged and granted to the Administrative Agent for the benefit of the Administrative Agent and the Lenders a continuing security interest in all Intellectual Property, including the Trademarks; and

WHEREAS, the Grantor has duly authorized the execution, delivery and performance of this Agreement;

NOW THEREFORE, for good and valuable consideration, the receipt of which is hereby acknowledged, and in order to induce the Lenders to make Loans and other financial accommodations to the Borrowers pursuant to the Credit Agreement, the Grantor agrees, for the benefit of the Administrative Agent and the Lenders, as follows:

SECTION 1. <u>Definitions</u>. Unless otherwise defined herein or the context otherwise requires, terms used in this Agreement, including its preamble and recitals, have the meanings provided or provided by reference in the Credit Agreement and the Guarantee and Collateral Agreement.

SECTION 2. Grant of Security Interest. The Grantor hereby assigns and transfers to the Administrative Agent, and hereby grants to the Administrative Agent, for the ratable benefit of the Agents and the Lenders (and any affiliates of any Lender to which Borrower Hedge Agreement Obligations are owing), a security interest in the Trademarks (including, without limitation, those items listed on Schedule A hereto) now owned or at any time hereafter acquired by the Grantor or in which the Grantor now has or at any time in the future may acquire any right, title or interest, and to the extent not otherwise included, all Proceeds, Supporting Obligations and products of any and all of the foregoing and all collateral security and guarantees given by any Person with respect to any of the foregoing, as collateral security for the prompt and complete payment and performance when due of the Grantor's Obligations; provided, however, except to the extent that any Requirement of Law or the term in any contract, license, agreement, instrument or other document or shareholder or similar agreement providing for a prohibition, breach, default or termination or requiring a consent is ineffective under applicable law, that notwithstanding any of the other provisions set forth in this Section, this Agreement shall not constitute a grant of a security interest in any property to the extent that such grant of a security interest is prohibited by such Requirements of Law of a Governmental Authority, requires such consent not obtained of any Governmental Authority pursuant to such Requirement of Law or is prohibited by, or constitutes a breach or default under or results in the termination of or requires any consent not obtained under, such contract, license, agreement, instrument or other document evidencing or giving rise to such property or, in the case of any Investment Property, Pledged Stock or Pledged Note, any applicable shareholder or similar agreement.

SECTION 3. <u>Purpose</u>. This Agreement has been executed and delivered by the Grantor for the purpose of recording the grant of security interest herein with the United States Patent and Trademark Office. The security interest granted hereby has been granted to the Lenders in connection with the Guarantee and Collateral Agreement and is expressly subject to the terms and conditions thereof. The Guarantee and Collateral Agreement (and all rights and remedies of the Lenders thereunder) shall remain in full force and effect in accordance with its terms.

SECTION 4. <u>Acknowledgment</u>. The Grantor does hereby further acknowledge and affirm that the rights and remedies of the Lenders with respect to the security interest in the Trademarks granted hereby are more fully set forth in the Credit Agreement and the Guarantee and Collateral Agreement, the terms and provisions of which (including the remedies provided for therein) are incorporated by reference herein as if fully set forth herein.

SECTION 5. Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but all of which together constitute one and the same original.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed and delivered by their respective officers thereunto duly authorized as of the day and year first above written.

FINAID PAGE, LLC

By:

Andrew J. McKelvey President Name: 2

Title:

FLEET NATIONAL BANK

as Administrative Agent for the Lenders

Name:

J. Levy

Title:

Senior Vice President

STATE OF NEW YORK) ss COUNTY OF NEW YORK)

On the 1st day of May, 2003, before me personally came Andrew J. McKelvey, who is personally known to me to be the President of Virtual Relocation.com, Inc., an Oregon corporation, who, being duly sworn, did depose and say that he is the President in such corporation, the corporation described in and which executed the foregoing instrument; he executed and delivered said instrument pursuant to authority given by the Board of Directors of such corporation; and that he acknowledged said instrument to be the free act and deed of said corporation.

Notary Public

(PLACE STAMP AND SEAL ABOVE)

NANCY ROONEY
NOTARY PUBLIC, State of New York
No. 4873359
Qualified in Suffolk County
Term Expires Oct. 6, 20, 9, 6

KL2:2204935.4

TRADEMARK
RECORDED: 05/07/2003 REEL: 002730 FRAME: 0239