

04-02-2004

4/2/04

FORM PTO-1594
(Rev 5-93)



102711214

U.S. DEPARTMENT OF COMMERCE
Patent and Trademark Office

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

<p>1. Name of conveying party(ies): WORKSCAPE, INC.</p> <p>Individual(s) citizenship: Association: General Partnership: Limited Partnership: Corporation - State: DELAWARE Other:</p> <p>Additional name(s) of conveying party(ies) attached? [] Yes [X] No</p> <p>3. Nature of Conveyance: [] Assignment [] Merger [X] Security Agreement [] Change of Name [] Other</p> <p>Execution Date: August 27, 2002</p>	<p>2. Name and address of receiving party(ies): Name: COMERICA BANK, successor by merger to COMERICA BANK-CALIFORNIA Address: 9920 S. LACIENEGA BLVD., SUITE 1401 City: INGLEWOOD State: CA Zip: 90301</p> <p>Individual(s) citizenship: Association: General Partnership: Limited Partnership: Corporation - State: Other: a Michigan banking corporation</p> <p>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 [x] No</p>
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<p>4. Application number(s) or trademark number(s): A. Trademark Application No.(s)</p>	<p>B. Trademark Registration No.(s)</p> <table style="width: 100%;"> <tr> <td style="border-bottom: 1px solid black;">2,262,548</td> <td style="border-bottom: 1px solid black;">2,437,221</td> </tr> <tr> <td>2,526,887</td> <td>2,617,235</td> </tr> </table> <p>Additional numbers attached? [] Yes [x] No</p>	2,262,548	2,437,221	2,526,887	2,617,235
2,262,548	2,437,221				
2,526,887	2,617,235				

<p>5. Name and address of party to whom correspondence concerning document should be mailed: Name: Erin O'Brien Internal Address: GRAY CARY WARE & FREIDENRICH 4365 Executive Drive, Suite 1100 San Diego, California 92121-2133</p>	<p>6 Total number of applications and registrations involved: 4</p> <p>7. Total fee (37 CFR 3.41) \$115.00 [X] Enclosed [] Authorized to be charged to deposit account</p> <p>8. Deposit account number: (Attach duplicate copy of this page if paying by deposit account)</p>
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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 1, 2004
Name of Person Signing	Signature	Date

Total number of pages comprising cover sheet: [7]

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 22202

04/02/2004 ECOOPER 00000131 2262548

01 FC:0521 40.00 OP
02 FC:0522 75.00 OP

PA\10259042.4
1090371-978400

TRADEMARK
REEL: 002941 FRAME: 0490

INTELLECTUAL PROPERTY SECURITY AGREEMENT

This Intellectual Property Security Agreement is entered into as of August 27, 2002 by and between COMERICA BANK-CALIFORNIA ("Bank") and WORKSCAPE, INC., a Delaware corporation ("Grantor").

RECITALS

A. Bank has agreed to make certain advances of money and to extend certain financial accommodations to Grantor (the "Loans") in the amounts and manner set forth in that certain Loan and Security Agreement by and between Bank and Grantor dated of even date herewith (as the same may be amended, modified or supplemented from time to time, the "Loan Agreement"; capitalized terms used herein are used as defined in the Loan Agreement). Bank is willing to make the Loans to Grantor, but only upon the condition, among others, that Grantor shall grant to Bank a security interest in certain Copyrights, Trademarks and Patents to secure the obligations of Grantor under the Loan Agreement.

B. Pursuant to the terms of the Loan Agreement, Grantor has granted to Bank a security interest in all of Grantor's right, title and interest, whether presently existing or hereafter acquired, in, to and under all of the Collateral.

NOW, THEREFORE, for good and valuable consideration, receipt of which is hereby acknowledged, and intending to be legally bound, as collateral security for the prompt and complete payment when due of its obligations under the Loan Agreement and all other agreements now existing or hereafter arising between Grantor and Bank, Grantor hereby represents, warrants, covenants and agrees as follows:

AGREEMENT

To secure its obligations under the Loan Agreement and under any other agreement now existing or hereafter arising between Grantor and Bank, Grantor grants and pledges to Bank a security interest in all of Grantor's right, title and interest in, to and under its Intellectual Property Collateral (including without limitation those Copyrights, Patents and Trademarks listed on Schedules A, B and C hereto), and including without limitation all proceeds thereof (such as, by way of example but not by way of limitation, license royalties and proceeds of infringement suits), the right to sue for past, present and future infringements, all rights corresponding thereto throughout the world and all re-issues, divisions continuations, renewals, extensions and continuations-in-part thereof.

This security interest is granted in conjunction with the security interest granted to Bank under the Loan Agreement. The rights and remedies of Bank with respect to the security interest granted hereby are in addition to those set forth in the Loan Agreement and the other Loan Documents, and those which are now or hereafter available to Bank as a matter of law or equity. Each right, power and remedy of Bank provided for herein or in the Loan Agreement or any of the Loan Documents, or now or hereafter existing at law or in equity shall be cumulative and concurrent and shall be in addition to every right, power or remedy provided for herein and the exercise by Bank of any one or more of the rights, powers or remedies provided for in this Intellectual Property Security Agreement, the Loan Agreement or any of the other Loan Documents, or now or hereafter existing at law or in equity, shall not preclude the simultaneous or later exercise by any person, including Bank, of any or all other rights, powers or remedies.

Grantor represents and warrants that Exhibits A, B, and C attached hereto set forth any and all intellectual property rights in connection to which Grantor has registered or filed an application with either the United States Patent and Trademark Office or the United States Copyright Office, as applicable.

This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute the same instrument.

IN WITNESS WHEREOF, the parties have caused this Intellectual Property Security Agreement to be duly executed by its officers thereunto duly authorized as of the first date written above.

GRANTOR:

WORKSCAPE, INC.

Address of Grantor:

500 Old Connecticut Path
Building A
Framingham, MA 01701

Attn: Chief Executive Officer

By: 

Title: President & CEO

BANK:

COMERICA BANK-CALIFORNIA

Address of Bank:

9920 S. La Cienega Blvd., Suite 1401
Inglewood, CA 90301

Attn: Manager

By: _____

Title: _____

IN WITNESS WHEREOF, the parties have caused this Intellectual Property Security Agreement to be duly executed by its officers thereunto duly authorized as of the first date written above.

GRANTOR:

WORKSCAPE, INC.

Address of Grantor:

500 Old Connecticut Path
Building A
Framingham, MA 01701

Attn: Chief Executive Officer

By: _____

Title: _____

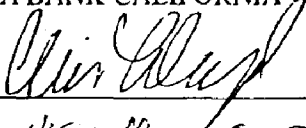
BANK:

COMERICA BANK-CALIFORNIA

Address of Bank:

9920 S. La Cienega Blvd., Suite 1401
Inglewood, CA 90301

Attn: Manager

By:  _____

Title: VICE PRESIDENT

EXHIBIT A

Copyrights

<u>Description</u>	<u>Registration Number</u>	<u>Registration Date</u>
Imagine : HR leading the way.	TX5012955	06/30/99
Workscape website.	PA950056	06/30/99
eWorkbench 3.4	TX5811662	12/26/01
eBenchmark 3.5	TX5596111	08/05/02
e360 3.5	TX5633056	12/26/01

EXHIBIT B

Patents

<u>Description</u>	Registration/ Application <u>Number</u>	Registration/ Application <u>Date</u>
Methods and systems for providing employment management services over a network	09/998,154	10/31/00

EXHIBIT C

Trademarks

<u>Description</u>	<u>Registration/ Application Number</u>	<u>Registration/ Application Date</u>
Employee.com powered by Workscape	78/026,950	09/20/00
Employee.com	78/026,947	09/20/00
Employee.com (and design)	78/024,652	09/06/00
Employee.com powered by Workscape (and design)	75/925,982	02/22/00
Workscope imagine the net benefits	2,366,189	07/11/00
W Workscape (and design)	2,368,234	07/18/00
Workscope	2,366,129	07/11/00
Workscope (and design)	2,221,068	02/02/99
Employee Communications Services (and design)	1,777,398	06/15/93
eChoice	76/055,183	05/24/00
eChoice	76/055,184	05/24/00
Oneforce	78/315,994	10/20/03
Workscope (and design)	78/309,187	10/03/03
The way you work	78/309,180	10/03/03
The way you work	78/309,120	10/03/03
Workscope (stylized letters)	78/309,100	10/03/03
Mediaapraise	2,262,548	07/20/99
Performaworks	2,437,221	03/20/01
Performance eWorkbench	2,526,887	01/08/02
Pre-emptive intelligence	2,617,235	09/10/02