

TRADEMARK ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT		
NATURE OF CONVEYANCE:	Intellectual Property Security Agreement		
CONVEYING PARTY DATA			
Name	Formerly	Execution Date	Entity Type
M. Lee Smith Publishers LLC		08/24/2007	LIMITED LIABILITY COMPANY: DELAWARE
RECEIVING PARTY DATA			
Name:	NewStar Financial, Inc.		
Street Address:	500 Boylston Street, Suite 1600		
City:	Boston		
State/Country:	MASSACHUSETTS		
Postal Code:	02116		
Entity Type:	CORPORATION: DELAWARE		
PROPERTY NUMBERS Total: 6			
Property Type	Number	Word Mark	
Registration Number:	2374935	DANGER ZONES FOR SUPERVISORS	
Registration Number:	2398905		
Registration Number:	2493749	HUMAN RESOURCE HENRY	
Registration Number:	2928795	HR HERO	
Serial Number:	77176170	M. LEE SMITH PUBLISHERS HR	
Registration Number:	2539690	THEHREDGE	
CORRESPONDENCE DATA			
Fax Number:	(617)951-8736		
<i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>			
Phone:	617-951-8464		
Email:	paula.mazzeo@bingham.com		
Correspondent Name:	Paula A. Mazzeo		
Address Line 1:	150 Federal Street		
Address Line 2:	c/o Bingham McCutchen LLP		
Address Line 4:	Boston, MASSACHUSETTS 02110		

OP \$165.00 2374935

NAME OF SUBMITTER:	Paula A. Mazzeo
Signature:	/PAMazzeo/
Date:	08/29/2007
<p>Total Attachments: 16</p> <p>source=IP Security Agreement#page1.tif</p> <p>source=IP Security Agreement#page2.tif</p> <p>source=IP Security Agreement#page3.tif</p> <p>source=IP Security Agreement#page4.tif</p> <p>source=IP Security Agreement#page5.tif</p> <p>source=IP Security Agreement#page6.tif</p> <p>source=IP Security Agreement#page7.tif</p> <p>source=IP Security Agreement#page8.tif</p> <p>source=IP Security Agreement#page9.tif</p> <p>source=IP Security Agreement#page10.tif</p> <p>source=IP Security Agreement#page11.tif</p> <p>source=IP Security Agreement#page12.tif</p> <p>source=IP Security Agreement#page13.tif</p> <p>source=IP Security Agreement#page14.tif</p> <p>source=IP Security Agreement#page15.tif</p> <p>source=IP Security Agreement#page16.tif</p>	

INTELLECTUAL PROPERTY SECURITY AGREEMENT

THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT, dated as of August 24, 2007, is entered into by and between **M. LEE SMITH PUBLISHERS LLC**, a Delaware limited liability company (hereinafter, together with its successors in title and assigns, called the "**Grantor**"), and **NEWSTAR FINANCIAL, INC.**, as administrative agent and collateral agent for the benefit of Secured Parties (hereinafter, together with its successors as administrative agent and collateral agent for the benefit of Secured Parties, called the "**Administrative Agent**").

Statement of Facts

A. Pursuant to the Credit Agreement, dated as of August 24, 2007, by and among Fortis Business Media LLC, a Delaware limited liability company ("**Parent Company**"), the Grantor, the several financial institutions from time to time party to the Credit Agreement as lenders thereunder (collectively, "**Lenders**", and, individually, a "**Lender**"), the financial institution from time to time party thereto as the L/C Issuer thereunder, and the Administrative Agent (as amended, amended and restated, modified, supplemented or restated and in effect from time to time, the "**Credit Agreement**"), the Lenders have agreed to make Credit Extensions to the Grantor.

B. In order to induce the Lenders and the L/C Issuer to make additional Credit Extensions to the Grantor upon the terms and subject to the conditions contained in the Credit Agreement, the Grantor has agreed, upon the terms contained in the Credit Agreement, to grant to the Administrative Agent, for the benefit of Secured Parties, continuing security interests in and Liens upon all Intellectual Property of the Grantor in order to secure all of the Obligations.

C. The Grantor has granted to the Administrative Agent, for the benefit of Secured Parties, continuing security interests in and Liens upon all of the Intellectual Property of the Grantor pursuant to and upon the terms and conditions contained in the Security Agreement, dated as of August 24, 2007, by and among the Grantor and the Parent Company and each (if any) Subsidiary Guarantors from time to time party thereto, and the Administrative Agent (as amended, amended and restated, modified, supplemented or restated and in effect from time to time, the "**Security Agreement**").

D. Upon the terms contained in the Credit Agreement and the Security Agreement, the Grantor has agreed to execute and deliver to the Administrative Agent, for the benefit of Secured Parties, this Intellectual Property Security Agreement, which is supplemental to the Security Agreement.

NOW, THEREFORE, in consideration of the premises and the mutual covenants herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Grantor hereby absolutely, unconditionally and irrevocably agrees with the Administrative Agent as follows:

1. **Definitions.** All capitalized terms used but not otherwise defined herein shall have the meanings given to them in the Security Agreement or, if not defined therein, then in the Credit Agreement, and the following terms shall have (unless otherwise provided elsewhere in this Intellectual Property Security Agreement) the following respective meanings (such meanings being equally applicable to both the singular and plural forms of the terms defined):

(a) **"Intellectual Property"** shall mean all of the rights, title and interests of the Grantor in, to and under all of the following, whether presently existing or at any time or from time to time hereafter created, arising or acquired:

(i) all of its Marks, including, without limitation, all of those referred to in Schedule I hereto;

(ii) all of its Patents, including, without limitation, all of those referred to in Schedule II hereto;

(iii) all of its Copyrights, including, without limitation, all of those referred to in Schedule III hereto;

(iv) all goodwill of the businesses of the Grantor and of its Subsidiaries connected with the use of, or otherwise symbolized by, each Mark, Patent, and Copyright;

(v) all Trade Secret Rights, all Works, Imprints, Manuscripts, URLs and all other Intellectual Property; and

(vi) all income, products and proceeds of each of the foregoing, including, without limitation, all claims by the Grantor against third parties for past, present or future (A) infringement or dilution of any Mark, (B) injury to any goodwill associated with any Mark, (C) infringement of any Patent, (D) injury to any goodwill associated with any Patent, (E) infringement of any Copyright, (F) injury to any goodwill associated with any Copyright, or (G) infringement of any Trade Secret Rights or any other Intellectual Property.

(b) **"Credit Agreement"** and **"Security Agreement"** shall have the meanings given to such terms in the Statement of Facts above.

(c) **"Excluded Property"** shall mean any lease, license, contract, property right or agreement to which the Grantor is party, or any license, consent, permit, variance, certification, authorization or approval of any Governmental Authority (or any Person acting on behalf of any Governmental Authority) of which the Grantor is the owner or beneficiary, or any of its rights or interests thereunder, if and for so long as the grant of such security interest shall result in (1) the abandonment, invalidation or unenforceability of any right, title or interest of the Grantor therein, or (2) a breach or termination pursuant to the terms of, or a default under, any such lease, license, contract, property right or agreement, or any such license, consent, permit, variance, certification,

authorization or approval (other than, in any case, under subclause (1) or subclause (2) to the extent that any such result would be rendered ineffective pursuant to Sections 9-406, 9-407, 9-408 or 9-409 of the Uniform Commercial Code of any relevant jurisdiction or any other applicable law or principles of equity).

(d) **"Obligations"** shall mean any and all of the Obligations (as that term is defined in the Credit Agreement).

All other terms contained in this Intellectual Property Security Agreement shall, unless the context shall indicate otherwise, have the meanings provided for by the UCC to the extent that such other terms are used or defined therein. References to the Credit Agreement or Security Agreement include any amendment, amendment and restatement, modification, supplement, restatement, replacement or refinancing (in whole or in part) thereof, whether by way of increase or reduction to any of the Commitments or the principal amount of any of the Loans, addition or elimination of any credit facilities thereunder, extension of any term, addition or deletion of any party thereto, or otherwise.

2. **Grant of Security Interests.** To secure the prompt and complete payment and performance of all and each of the Obligations, as and when the same shall become due and payable, whether at stated maturity, by required prepayment, declaration, acceleration, demand or otherwise (including the payment of amounts that would become due and payable but for the operation of the automatic stay under the Bankruptcy Code), the Grantor hereby grants to the Administrative Agent, for the benefit of Secured Parties, a continuing security interest in and Lien upon all of the rights, title and interests of the Grantor to, in and under all of the Intellectual Property. Notwithstanding the foregoing, the Intellectual Property (as that term is used herein) shall not include any Excluded Property; provided, however, that all Proceeds of any and all Excluded Property shall in any event constitute Intellectual Property in which the Administrative Agent shall have a security interest and Lien for the benefit of Secured Parties.

3. **Representations and Warranties.** The Grantor represents and warrants to the Administrative Agent that, as of the Closing Date, the Grantor does not have any ownership interest in, or title to, any registered Mark, Mark application, registered Patent, Patent application, registered Copyright or Copyright application, except as set forth in Schedule I, Schedule II and Schedule III hereto. This Intellectual Property Security Agreement is effective to create valid and continuing security interests in and Liens upon, and, upon the recording hereof with the United States Patent and Trademark Office and the United States Copyright Office, and the filing of appropriate financing statements in the State of Delaware, perfected Liens in favor of the Administrative Agent on, the Grantor's Marks, Patents, and Copyrights, to the extent such perfection can be achieved by making such filings; and such perfected security interests and Liens shall be enforceable as such as against any and all creditors of or purchasers from the Grantor.

4. **Security Agreement.** The security interests and Liens granted by the Grantor to the Administrative Agent pursuant to this Intellectual Property Security Agreement are granted in conjunction with the security interests and Liens granted by the

Grantor to the Administrative Agent pursuant to the Security Agreement. The Grantor and the Administrative Agent expressly agree that each of the security interests and Liens granted under this Intellectual Property Security Agreement and the Security Agreement in the Intellectual Property are intended to be treated as a single security interest for purposes of Article 9 of the UCC and other Applicable Law. The exercise by the Administrative Agent of any rights or remedies with respect to any of the Intellectual Property shall be deemed to be an exercise of such rights or remedies in connection with both this Intellectual Property Security Agreement and also the Security Agreement. In the event of any inconsistency between the terms and conditions of this Intellectual Property Security Agreement and the Security Agreement, then the terms and conditions of the Security Agreement shall prevail.

5. **Reinstatement.** This Intellectual Property Security Agreement shall remain in full force and effect and continue to be effective in the event that any petition shall be filed by or against the Grantor for liquidation or reorganization, should the Grantor become insolvent or make an assignment for the benefit of any creditor or creditors or should a receiver or trustee be appointed for all or any significant part of the Grantor's assets, and shall continue to be effective or be reinstated, as the case may be, if at any time payment and performance of the Obligations, or any part thereof, is, pursuant to Applicable Law, rescinded or reduced in amount, or must otherwise be restored or returned, whether as a "voidable preference," "fraudulent conveyance," or otherwise, all as though such payment or performance had not been made. In the event that any payment, or any part thereof, is rescinded, reduced, restored or returned, the Obligations shall be reinstated and shall be deemed reduced only by such amount paid in cash and not so rescinded, reduced, restored or returned.

6. **Notices.** Except as otherwise provided herein, whenever it is provided herein that any notice, demand, request, consent, approval, declaration or other communication shall or may be given to or served upon any of the parties hereto by any other party hereto, or whenever any of the parties hereto desires to give and serve upon any other party hereto any communication with respect to this Intellectual Property Security Agreement, each such notice, demand, request, consent, approval, declaration or other communication shall be in writing and shall be given in the manner, and deemed received, as provided for in the notice provisions of the Security Agreement.

7. **Termination.** Subject always to Section 5 hereof, this Intellectual Property Security Agreement shall terminate upon the Termination Date. Upon any termination of the Liens created hereunder upon the Termination Date, the Administrative Agent shall, at the sole cost and expense of the Grantor, promptly execute and deliver to the Grantor such documents as the Grantor shall reasonably request to evidence the termination of the Liens created hereby.

8. **Choice of Law And Venue; Jury Trial Waiver.** **THIS AGREEMENT SHALL BE GOVERNED BY, AND CONSTRUED IN ACCORDANCE WITH, THE LAWS OF THE COMMONWEALTH OF MASSACHUSETTS. EACH OF THE ADMINISTRATIVE AGENT AND THE GRANTOR ACKNOWLEDGES THAT THE RIGHT TO TRIAL BY JURY IS A CONSTITUTIONAL ONE, BUT**

THAT IT MAY BE WAIVED. EACH OF THEM, AFTER CONSULTING OR HAVING HAD THE OPPORTUNITY TO CONSULT WITH COUNSEL OF THEIR CHOICE, KNOWINGLY, VOLUNTARILY AND INTENTIONALLY WAIVES ANY RIGHT ANY OF THEM MAY HAVE TO A TRIAL BY JURY IN ANY LITIGATION BASED UPON OR ARISING OUT OF THIS AGREEMENT OR ANY RELATED INSTRUMENT OR COLLATERAL DOCUMENT OR ANY OF THE TRANSACTIONS CONTEMPLATED BY THIS AGREEMENT OR ANY OF THE OTHER COLLATERAL DOCUMENTS OR ANY COURSE OF CONDUCT, DEALING, STATEMENTS (WHETHER ORAL OR WRITTEN), OR ACTION OF ANY OF THEM. EACH OF THE PARTIES HERETO HEREBY AGREES TO BE BOUND BY THE PROVISIONS SET FORTH IN SECTION 10.14 AND SECTION 10.15 OF THE CREDIT AGREEMENT, WHICH PROVISIONS ARE HEREBY INCORPORATED HEREIN BY REFERENCE WITH THE SAME FULL FORCE AND EFFECT AS IF SET FORTH HEREIN IN FULL.

9. **Expenses.** In the event that the Grantor shall fail to comply with the provisions of this Intellectual Property Security Agreement or any other Collateral Document, such that the value of any Intellectual Property or the validity, perfection, rank or value of any Liens created hereunder is thereby materially diminished or potentially materially diminished or put at risk, the Administrative Agent may, but shall not be required to, effect such compliance on behalf of the Grantor, and the Grantor shall reimburse the Lenders for all of the reasonable costs and expenses thereof on demand by the Administrative Agent.

10. **Delivery by Facsimile.** Delivery of the signature pages to this Intellectual Property Security Agreement by facsimile shall be as effective as delivery of manually executed counterparts of this Intellectual Property Security Agreement.

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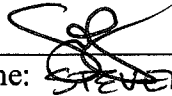
****Signature Page to Intellectual Property Security Agreement follows****

IN WITNESS WHEREOF, the Grantor has caused this **INTELLECTUAL PROPERTY SECURITY AGREEMENT** to be executed and delivered by its duly authorized officer or other representative as of the date first set forth above.

The Grantor:

M. LEE SMITH PUBLISHERS LLC

By: _____

Name:  **STEVEN J. GROYA**

Title: **VICE PRESIDENT**

*****Signature Page to Intellectual Property Security Agreement*****

*****Signature Page to Intellectual Property Security Agreement Follows*****

ACKNOWLEDGMENT OF GRANTOR

STATE OF ILLINOIS

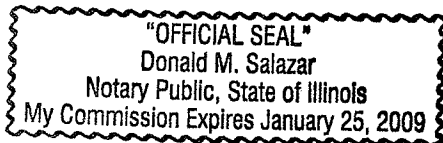
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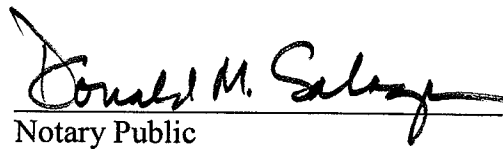
COUNTY OF COOK

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On this 24 day of August __, 2007, before me, the undersigned notary public, personally appeared STEVEN J. GRODA, as VICE PRESIDENT of **M. LEE SMITH PUBLISHERS LLC** proved to me through satisfactory evidence of identification, which was DRIVERS LICENSE, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that HE signed it voluntarily for its stated purpose as VICE PRESIDENT of said corporation.



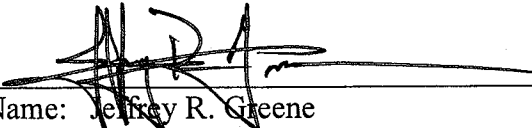

Notary Public
My commission expires:

{SEAL}

****Signature Page to Intellectual Property Security Agreement****

The Administrative Agent:

NEWSTAR FINANCIAL, INC.

By: 
Name: Jeffrey R. Greene
Title: Director

*****Signature Page to Intellectual Property Security Agreement*****

SCHEDULE I

TRADEMARK REGISTRATIONS, APPLICATIONS AND LICENSES.

See Attached.

**M. Lee Smith Publishers
Trademarks**

	Mark	Reg. No.	Date	Serial Number
1.	DANGER ZONES FOR SUPERVISORS	R2374935	08/08/00	Ser. # 75-717,014
2.	Human Head Design	R2398905	10/31/00	Ser. # 75-397,191
3.	HUMAN RESOURCE HENRY	R2493749	10/17/01	Ser. # 75-397,190
4.	HR HERO	R2928795	03/01/05	Ser. # 78-321734
5.	M. LEE SMITH PUBLISHERS HR	Pending	05/09/07	Ser. # 77-176,170
6.	THEHREDGE	R2539690	02/19/02	Ser. # 76-098,415

SCHEDULE II

PATENT REGISTRATIONS, APPLICATIONS AND LICENSES.

None.

SCHEDULE III

COPYRIGHT REGISTRATIONS, APPLICATIONS AND LICENSES.

See attached.

M. Lee Smith Publishers, LLC
Registered Copyrights

Title	Author	Reg. #	Reg. Date
A Supervisor's Guide to Preventing Sexual Harassment Accommodating Religious Differences	Greg A. Naylor Kathleen B. Hayward	TX 4-360-328 TX 4-338-343	8/28/1996 6/28/1996
Alabama Employer's Desk Manual Before You Say, "You're Fired" Business Organizations in Tennessee	Lehr, Middlebrooks & Proctor, P.C. and Sirote and Permut, P.C., assigned to M. Lee Smith Publishers LLC John R. Merinar, Jr. Richard R. Spore, III M. Lee Smith Publishers LLC, employer for hire of Julie Athey Philip D. Dickinson M. Lee Smith Publishers LLC, employer for hire of Brenda B. Thompson Litter, Mendelson, Fastiff, Tichy & Mathiason Litter, Mendelson, Fastiff, Tichy & Mathiason Litter, Mendelson, Fastiff, Tichy & Mathiason Philip K. Lyon, Ann M. Pellegrino, Stephen W. Jones and Gary D. Jiles	TX 2-448-002 Assignment at Vol 3233, pps 287-288 TX 4-332-212 TX 4-052-659 TX 4-916-478 TX 4-345-906 TX 5-148-512 TX 4-643-091 TX 4-696-453 TX 4/639-868 TX 4-554-299 TX 4-876-347 (second edition); previous reg. 1997, TX 4-518-924 TX 4-552-507 TX 4-430-129 TX 4-632-390 TX 4-360-329	11/13/95 Recorded 5/13/96 7/11/1996 5/25/1995 4/26/1999 7/26/1996 3/13/2000 10/6/1997 10/2/1997 10/2/1997 10/2/1997 5/16/1997 5/16/1997 9/14/1998 5/16/1997 12/4/1996 9/8/1997 8/28/1996
Defusing the Overtime Bomb: How to Comply with the FLSA Employee Privacy Rights & Wrongs Employer Checkup: How to Choose and Manage Employee Health Benefits			
How to Manage Your Contingent Workforce			
Bringing ADR into Workplace 2000			
An Employer's Guide to Employee Leave			
Employment Law Desk Book for Arkansas Employers			
Employment Law Desk Book for Ohio Employers	Dean E. Denlinger & Gary L. Greenberg	TX 4-851-583	9/17/1998
Employment Law Desk Book for New Mexico Employers	Robert P. Tinnin, Jr.	TX 5-108-706	12/9/1999
Employment Law Desk Book for Nebraska Employers	J. Russell Derr		
Hiring Smart: How to Conduct Background Checks	Philip D. Dickinson		
How to Avoid & Manage Sexual Harassment Claims	Jane E. Reddin		
How to Avoid Legal Traps in Workforce Reduction	M. Lee Smith Publishers LLC, employer for hire of Susan E. Culbreath		
How to Conduct Internal Investigations	Albert L. Vreeland		

M. Lee Smith Publishers, LLC
Registered Copyrights

Title	Author	Reg. #	Reg. Date
How to Hire Right, Fire Right: Managing Within the Law	Buchanan Ingersoll and M. Lee Smith Publishers LLC jointly	TX 4-838-721	8/10/1998
Libel and Slander in the Workplace	Kathleen B. Hayward, Catherine B. Hagen & Stephen P. Pepe	TX 4-323-557	6/21/1996
New Employment Issues in the Electronic Workplace Seven Danger Zones for Supervisors: An Employment Law Training Series	M. Lee Smith Publishers LLC, employer for hire of Susan E. Culbreath	TX 4-791-782	6/8/1998
Solve the Puzzle: Interplay Among ADA, FMLA, & Workers' Comp	M. Lee Smith Publishers LLC, employer for hire of Andrea L. Ben-Yosef	PA 913-837	10/6/1998
Telecommuting Pitfalls & Pitfalls	M. Lee Smith Publishers LLC, employer for hire of Brenda B. Thompson	TX 4-791-993	6/8/1998
The Book on D.U.I.	C. Edward Fowlkes	TX 4-334-425	7/15/1996
Top Ten Employee Benefit Mistakes	Brenda B. Thompson	TX 5-100-460	12/3/1999
Workplace Violence & Employer Liability	Philip D. Dickinson	TX 4-947-757	2/26/1999
Your Aging Worker Dilemma	M. Lee Smith Publishers LLC, employer for hire of Kathleen W. Stratton	TX 4-447-301	1/8/1997
How to Manage Problem Employees	D. Michele Adkerson	TX 5-217-444	5/16/2000
FMLA, ADA & Workers' Comp: Navigating the Treacherous Triangle	M. Lee Smith Publishers LLC, employer for hire of Brenda B. Thompson	TX 5-332-292	1/9/2001
How to Fire Employees Without Getting Burned	M. Lee Smith Publishers LLC, employer for hire of Julie Athey	TX 5-346-200	2/5/2001
The Company You Keep: Four Key Tools for Employee Retention	M. Lee Smith Publishers LLC, employer for hire of Margaret Akers	TX 5-372-259	4/25/2001
A Legal Guide to Successful Hiring	Mark C. Travis	TX 5-406-129	6/28/2001
Tennessee Workers' Compensation Handbook	George J. Miller, Michael A. Bogdonoff, Ivan S. DeVoren, Douglas A. Holnberg	TX 5-407-272	7/3/2001
Pennsylvania Guide to Air Permitting & Enforcement:	Michael P. Masianka	TX 4-061-400	5/25/1995
A Practical Guide to Compliance	M. Lee Smith Publishers LLC, employer for hire of Anne H. Williams	TX 4-219-400	2/2/1996
Texas Employer's Guide to Employee Policy Handbooks			
The H in OSHA Stands for Health		TX-5-519-559	10/29/2001

Title

Workplace Harassment Trail Guide: Avoiding the Avalanche Zone

TRADEMARK
REEL: 003611 FRAME: 0498

M. Lee Smith Publishers, LLC
Registered Copyrights

Title	Author	Reg. #	Reg. Date
Basic Training for Supervisors: Other Harassment	James Sokolowski	TX 6-488-367	12/18/2006
Basic Training for Supervisors: Safety and Workers Comp	Jennifer Avey	TX 6-487-782	12/18/2006
HR Quick List, 3rd edition	James Sokolowski	TX 6-489-279	12/18/2006
How to Comply with COBRA Without Getting Bit	M. Lee Smith Publishers LLC, employer for hire of Julie Athey	TX 6-486-429	12/18/2006
Overtime Ins and Outs	M. Lee Smith Publishers LLC, employer for hire of Julie Athey	TX 6-486-427	12/18/2006
How to Evaluate and Manage Employee Health Plans	Kathy Carlson	TX 6-486-426	12/18/2006
Overtime Revisited: The DOL's Final Regulations	M. Lee Smith Publishers LLC, employer for hire of Julie Athey	TX 6-486-425	12/18/2006
TN Workers Comp Handbook, 3rd edition	Mark C. Travis	TX 6-487-664	12/15/2006
Workplace Catastrophes	John Jay Matchulat	TX 6-487-385	12/15/2006
How to Make Background Checks Part of Your Hiring Process	Anne H. Williams	TX 6-486-434	12/18/2006
How to Make Telecommuting Work for Your Company	Kathy Carlson	TX 6-486-433	12/18/2006
How to Manage and Minimize Absenteeism	Anne H. Williams	TX 4-486-432	12/18/2006
Identify Theft in the Workplace	M. Lee Smith Publishers LLC, employer for hire of Julie Athey	TX 6-486-431	12/18/2006
Know Your Responsibilities: Ethics and Fiduciary Duties for HR	Anne H. Williams	TX 6-486-430	12/18/2006
Defamation in the Workplace	Kathy Carlson	TX 6-486-428	12/18/2006
HR Hero's Guidebook to Discipline	Kathy Carlson	TX 6-483-182	12/18/2006
HR Hero's Guidebook to Attendance	Anne H. Williams	TX 6-483-183	12/18/2006
HR Hero's Guidebook to Performance Evaluations	M. Lee Smith Publishers LLC, employer for hire of Salena Whalen-Stalker	TX 6-483-184	12/18/2006
HR Hero's Guidebook to Hiring	Anne H. Williams	TX 6-483-185	12/18/2006
HR Hero's Guidebook to Documentation	Tammy R. Binford	TX 6-483-186	12/18/2006
HR Hero's Guidebook to Termination	Anne H. Williams	TX 6-483-187	12/18/2006
HR Hero's Guidebook to Diversity	Kathy Carlson	TX 6-483-188	12/18/2006
Arizona Employers' Policy and Handbook Guide	Stephanie Cerasano	TX 6-483-441	12/18/2006

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RECORDED: 08/29/2007