

TRADEMARK ASSIGNMENT

Electronic Version v1.1
 Stylesheet Version v1.1

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	SECURITY INTEREST

CONVEYING PARTY DATA

Name	Formerly	Execution Date	Entity Type
Accolo, Inc.		04/25/2013	CORPORATION: DELAWARE

RECEIVING PARTY DATA

Name:	Avidbank Corporate Finance, a Division of Avidbank
Street Address:	400 Emerson Street
Internal Address:	Attn: Jeffrey Javier
City:	Palo Alto
State/Country:	CALIFORNIA
Postal Code:	94301
Entity Type:	CORPORATION: CALIFORNIA

PROPERTY NUMBERS Total: 8

Property Type	Number	Word Mark
Serial Number:	85787452	HIREMOJO
Serial Number:	85778297	AMERICAWORKS
Serial Number:	85268984	FILL YOUR JOBS, NOT YOUR INBOX
Serial Number:	85268795	FILL YOUR JOB, NOT YOUR INBOX
Serial Number:	85081927	CLOUD RECRUITING
Serial Number:	77398184	BRIGHT PAPERS
Serial Number:	77191809	SERVICE NOT SOFTWARE
Serial Number:	76051187	ACCOLO

CORRESPONDENCE DATA

Fax Number: 8586385130
Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent via US Mail.

Phone: 858-677-1400
 Email: susan.reynholds@dlapiper.com

CH \$215.00 85787452

Correspondent Name: DLA Piper LLP (US)
Address Line 1: 4365 Executive Drive, Suite 1100
Address Line 4: San Diego, CALIFORNIA 92121

ATTORNEY DOCKET NUMBER: 380703-9

NAME OF SUBMITTER: Troy Zander

Signature: /s/ Troy Zander

Date: 05/06/2013

Total Attachments: 4
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INTELLECTUAL PROPERTY SECURITY AGREEMENT

THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT is entered into as of April 25, 2013 by and between AVIDBANK CORPORATE FINANCE, A DIVISION OF AVIDBANK, a California corporation ("Bank") and ACCOLO, INC., a Delaware corporation ("Grantor").

RECITALS

Bank has agreed to make certain advances of money and to extend certain financial accommodation to Grantor (the "Loans") in the amounts and manner set forth in that certain Loan and Security Agreement by and between Bank and Grantor (as amended from time to time, the "Loan Agreement") dated of even date herewith. Capitalized terms used herein have the meaning assigned in the Loan Agreement. Bank is willing to make the credit extensions to Grantor, but only upon the condition, among others, that Grantor shall grant to Bank a security interest in all of Grantor's right title, and interest in, to and under all of the Collateral whether presently existing or hereafter acquired

NOW, THEREFORE, Grantor agrees as follows:

AGREEMENT

To secure performance of Grantor's obligations under the Loan Agreement, Grantor grants to Bank a security interest in all of Grantor's right, title and interest in Grantor's intellectual property (including without limitation those Copyrights, Patents and Trademarks listed on Exhibits A, B and C hereto), 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). This security interest is granted in conjunction with the security interest granted to Bank under the Loan Agreement. Each right, power and remedy of Bank provided for herein shall not preclude the simultaneous or later exercise by Bank of any or all other rights, powers or remedies.

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 as of the first date written above.

Address of Borrower:

900 Larkspur Landing Circle, Suite 160
Larkspur, CA 94939
Attn: John Younger (President & CEO)

ACCOLO, INC.

By: John K. Younger
Print Name: John K. Younger
Title: President & CEO

Address of Bank:

400 Emerson Street
Palo Alto, CA 94301
Attn: Jeffrey Javier

AVIDBANK CORPORATE FINANCE,
A DIVISION OF AVIDBANK

By: Jeffrey Javier
Print Name: Jeffrey Javier
Title: SVP

EXHIBIT A

Copyrights

Full Title	Copyright Number	Date
Secondary Interview Questions.	TX0007526537	2012
Initial Interview Questions.	TX0007526548	2012

EXHIBIT B**Patents**

Patent #	Application / Issue date	Title	Brief Description
7,027,998	4/11/06	Method and system for operating a personnel workflow tool	The system, framework and related process to gather job specific information, ask online questions, make decisions in the technology, have corresponding follow-up actions.
7,346,535	3/18/08	Method and system for operating a personnel workflow tool	Building on Patent 7,027,998, this Patent includes additional online question scoring and ranking algorithms.
7,149,703	12/12/06	Method and system for generating referrals for job positions based upon virtual communities comprised of members relevant to the job positions	Generating referral request queues related to specific job criteria and communicating to the individuals identified in a way that directs them back to the workflow tool described in Patent 7,027,998.
7,188,074	3/6/07	Method and system for generating referrals for job positions based upon virtual communities comprised of members relevant to the job positions	Refinements to Patent 7,149,703 which provide greater coverage of claims, using "or" criteria rather than "and" when various elements are used to determine the referral community.
7,873,533	1/18/11	Comprehensive Employment Recruiting Communications System With Translation Facility	Job descriptions, online interview questions, outreach communication to potential referral sources and candidates, and candidate responses/applications can be dynamically translated from one language to another dynamically through the Accolo technology.
U.S. Application No.: 13,282,176	10/26/11	HEURISTICALLY-DRIVEN PLATFORM AND METHOD FOR HIRING BASED ON PREVIOUSLY-SUPPORTED JOBS	Fill new jobs openings based on how successfully filled similar jobs were filled, including the job description, where candidates were identified and which interview questions were most effective in determining the candidate's fit with the hiring manager.

EXHIBIT C

Trademarks

Serial Number	Reg. Number	Word Mark	Reg. Date
85787452		HIREMOJO	11/26/12
85778297		AMERICAWORKS	11/13/12
85268984	4041653	FILL YOUR JOBS, NOT YOUR INBOX	3/16/11
85268795	4041639	FILL YOUR JOB, NOT YOUR INBOX	3/16/11
85081927	4043503	CLOUD RECRUITING	7/10/10
77398184	3544900	BRIGHT PAPERS	2/15/08
77191809	3541051	SERVICE NOT SOFTWARE	5/29/07
76051187	2689044	ACCOLO	5/18/00