

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
Fortis Business Media LLC	FORMERLY M. Lee Smith Publishers LLC	06/12/2013	LIMITED LIABILITY COMPANY: DELAWARE
RECEIVING PARTY DATA			
Name:	Northcreek Mezzanine Fund I, L.P., as agent		
Street Address:	225 East Fifth Street		
Internal Address:	Suite 3010		
City:	Cincinnati		
State/Country:	OHIO		
Postal Code:	45202		
Entity Type:	LIMITED PARTNERSHIP: DELAWARE		
PROPERTY NUMBERS Total: 23			
Property Type	Number	Word Mark	
Registration Number:	3404127	BLR	
Registration Number:	4265964	CALIFORNIA EMPLOYER RESOURCES	
Registration Number:	3315642	CLICK 'N TRAIN	
Registration Number:	3524939	COMPENSATION.BLR.COM	
Registration Number:	2374935	DANGER ZONES FOR SUPERVISORS	
Registration Number:	3265675	EMPLOYEE COMPENSATION RED BOOK	
Registration Number:	3512495	EMPLOYER ADVISOR	
Registration Number:	3506961	EMPLOYER RESOURCE INSTITUTE	
Registration Number:	3521461	ENVIRO.BLR.COM	
Registration Number:	2468597	ENVIRONMENTAL TRAINING LIBRARY ON CD-ROM	
Registration Number:	2547235	HR CHALLENGE	
Registration Number:	3656369	HR DAILY ADVISOR	
Registration Number:	2928795	HR HERO	

Registration Number:	3561801	HR.BLR.COM
Registration Number:	3121788	INSTANTHRANSWERS
Registration Number:	3497798	M. LEE SMITH PUBLISHERS HR
Registration Number:	3300334	MY SAFETY MANAGER
Registration Number:	3517279	SAFETY.BLR.COM
Registration Number:	3539042	SALARY SEARCH
Registration Number:	3503242	SALARYSEARCH.COM
Registration Number:	2870047	THE HR RED BOOK
Registration Number:	2539690	THEHREDGE
Serial Number:	85602751	TRAINING TODAY

CORRESPONDENCE DATA

Fax Number: 3128493690
Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent via US Mail.
Phone: 312.849.8128
Email: edavenport@mcguirewoods.com
Correspondent Name: Tiffany A. Madigan
Address Line 1: 77 W. Wacker Drive
Address Line 2: Suite 4100
Address Line 4: Chicago, ILLINOIS 60601-1818

ATTORNEY DOCKET NUMBER:	2054506-0029
NAME OF SUBMITTER:	Tiffany A. Madigan
Signature:	/Tiffany A. Madigan/
Date:	06/21/2013

Total Attachments: 76

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THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT IS SUBORDINATE IN THE MANNER AND TO THE EXTENT SET FORTH IN THAT CERTAIN SUBORDINATION AND INTERCREDITOR AGREEMENT DATED AS OF JUNE 12, 2013, BETWEEN NEWSTAR FINANCIAL, INC., AS ADMINISTRATIVE AND COLLATERAL AGENT, AND NORTHCREEK MEZZANINE FUND I, L.P., AS ADMINISTRATIVE AND COLLATERAL AGENT AND EACH PARTY TO THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT, BY ACCEPTING IT, IRREVOCABLY AGREES TO BE BOUND BY THE PROVISIONS OF THAT SUBORDINATION AND INTERCREDITOR AGREEMENT.

**INTELLECTUAL PROPERTY
SECURITY AGREEMENT**

1. **Grant of Security Interest.** FBM HOLDINGS LLC, a Delaware limited liability company, and FORTIS BUSINESS MEDIA LLC, a Delaware limited liability company and wholly-owned subsidiary of FBM Holdings LLC (collectively, “Debtor”), for valuable consideration, receipt of which hereby is acknowledged, hereby transfers, assigns and pledges to NORTHCREEK MEZZANINE FUND I, L.P., a Delaware limited partnership (“Northcreek”) and STINGER NORTHCREEK BLR, LLC, a Delaware limited liability company (“Stinger” and together with Northcreek, each a “Secured Party” and collectively the “Secured Parties”), and enters into this Intellectual Property Security Agreement (the “IP Security Agreement”) and grants to Secured Parties, a security interest in all of Debtor’s right, title and interest in, to and under the following collateral, whether now existing or hereafter arising or acquired (the “Collateral”):
 - 1.1 all of Debtor’s patent applications and patents, now existing or hereafter adopted or acquired, and all registrations and recordings thereof, and all applications in connection therewith, including, without limitation, applications, registrations and recordings in the United States Patent and Trademark Office or in any other office or agency of the United States or any State thereof, or any other country or any political subdivision thereof, including, but not limited to, those described in Schedule A hereto, and all renewals thereof and all licenses thereof (whether as licensor or licensee) and other agreements and/or rights of any kind relating thereto (all of the foregoing being herein referred to as the “Patents”);
 - 1.2 all of Debtor’s trademarks, trade names, trade dress, corporate names, fictitious names, trade styles, service marks, logos, commercial symbols, prints and labels on which any of the foregoing have appeared, now appear or hereafter appear, designs and the good will and general intangibles of like nature relating thereto, now existing or hereafter adopted or acquired, and all registrations and recordings thereof, and all applications in connection therewith, including, without limitation, applications, registrations and recordings in the United States Patent and Trademark Office or in any other office or agency of the United States or any State thereof, or any other country or any political subdivision thereof, including, but not limited to, those described in Schedule B hereto, and all renewals thereof and all licenses thereof (whether as licensor or licensee) and other agreements and/or rights of any kind relating thereto (all of the foregoing being herein referred to as the “Trademarks”);
 - 1.3 all of Debtor’s copyrights, whether registered or not, of the United States or any other country, and all registrations and recordings thereof, and all applications in connection

therewith, including, without limitation, applications, registrations and recordings in the United States Copyright Office or of any other country, including but not limited to, those described in Schedule C hereto, and all variations, adaptations, derivatives, renewals thereof and all licenses thereof (whether as licensor or licensee) and other agreements and/or rights of any kind relating thereto (all of the foregoing being herein referred to as the "Copyrights");

- 1.4 all of Debtor's trade secrets, proprietary information and "know-how" (all of the foregoing being herein referred to as the "Trade Secrets");
- 1.5 all of Debtor's license agreements regarding Patents, Trademarks, Copyrights, or Trade Secrets with any other party, whether such Debtor is a licensor or licensee under any such license agreement, and the right to prepare for sale, sell and advertise for sale, all Inventory now or hereafter owned by Debtor and now or hereafter covered by such licenses, including but not limited to those described in Schedule D attached hereto (all of the foregoing being herein referred to as the "Licenses");
- 1.6 all of Debtor's Domain Names, including but not limited those described in Schedule E hereto (all of the foregoing being herein referred to as the "Domain Names");
- 1.7 all of Debtor's rights to sue and other claims for past, present and future infringements and/or misappropriations of any of such Patents, Trademarks, Copyrights, and Trade Secrets, or dilution thereof, or for injury to the good will associated therewith;
- 1.8 all income, damages and other amounts payable of any kind under or with respect to any of the foregoing, including, without limitation, royalty fees, proceeds of infringement suits and other amounts of any kind; and
- 1.9 all proceeds and products of the foregoing, in whatever form the same may be,

for the purpose of securing the payment to Secured Parties of all of the following ("Obligations"): all loans, advances, debts, liabilities, obligations, covenants and duties owing to Secured Parties from any Debtor of any kind or nature, present or future, whether or not evidenced by any note, guaranty or other instrument, including but not limited to those arising under: (i) the Note Purchase Agreement by and between Debtor and Secured Parties dated as of June 12, 2013 (the "Loan Agreement"), (ii) under any other agreement, instrument or document, whether or not for the payment of money, whether arising by reason of an extension of credit, opening of a letter of credit, loan, guaranty, indemnification or in any other manner, whether direct or indirect (including those acquired by assignment, participation, purchase, negotiation, discount or otherwise), absolute or contingent, joint or several, due or to become due, now existing or hereafter arising and whether or not contemplated by Debtor or Secured Parties or a Secured Party's Affiliate on the date hereof; and, as to all of the foregoing, including any amendments, modifications, or superseding documents to each of the foregoing; and all charges, expenses, fees, including but not limited to reasonable attorneys' fees, and any other sums chargeable to Debtor under any of the Obligations. As used herein, "Secured Party's Affiliate" will mean any person, partnership, joint venture, company or business entity under common control or having similar equity holders owning at least 10% thereof with a Secured Party, whether such common control is direct or indirect. All of Secured Parties' direct or indirect parent corporations, sister corporations, and subsidiaries will be deemed to be a Secured Party's Affiliate for purposes of this IP Security Agreement.

2. **Collateral Assignment.**

- 2.1 In addition to, and not in limitation of, the grant of the security interest in the Trademarks, Copyrights, Trade Secrets, Licenses and Domain Names in Section 1 above, Debtor hereby grants, assigns, transfer, conveys, sets over to the Secured Parties, Debtor's entire right, title and interest in and to the Trademarks, Copyrights, Trade Secrets, Licenses, and Domain Names; provided that such grant, assignment, transfer and conveyance will become effective immediately and automatically after the occurrence of an Event of Default that is continuing at the time of the election. Debtor hereby agrees that after the effectiveness of such grant, assignment, transfer and conveyance of any of the Trademarks, Copyrights, Trade Secrets, Licenses, and Domain Names, the use by the Secured Parties of any such Trademarks, Copyrights, Trade Secrets, Licenses, and Domain Names will be without any liability for royalties or other related charges from the Secured Parties to Debtor.
- 2.2 In addition, Debtor will, at such time as Debtor has any federally registered license, trademark or copyright, execute in blank and deliver to the Secured Parties an assignment of license and federally registered trademarks and copyrights (the "IP Assignment") owned by it in a form acceptable to the Secured Parties. In any such instance, Debtor hereby authorizes the Secured Parties to complete as Assignees and record with the United States Patent and Trademark Office (the "Patent and Trademark Office") and the United States Copyright Office (the "Copyright Office") each IP Assignment upon the occurrence of an Event of Default that is continuing at the time of filing.

3. **General Representations and Warranties.** Debtor represents and warrants as follows:

- 3.1 Each of the Patents, Trademarks, Copyrights, Trade Secrets, Licenses, and Domain Names is valid, enforceable, and subsisting.
- 3.2 Debtor has the requisite corporate power and authority to execute, deliver and perform this IP Security Agreement, and this IP Security Agreement is the legal, valid, and binding obligation of Debtor, enforceable in accordance with its terms.
- 3.3 The Schedules hereto are true and complete lists of all Patents, Trademarks, Copyrights, Licenses and Domain Names as of the date hereof.
- 3.4 This IP Security Agreement creates a legal and valid lien on the Collateral, enforceable against Debtor and all third parties.
- 3.5 This IP Security Agreement does not violate and is not in contravention of any other agreement to which Debtor is a party or any judgment or decree by which Debtor is bound and does not require any consent under any other agreement to which Debtor is a party or by which Debtor is bound.
- 3.6 Except as otherwise set forth on Schedule F, Debtor is the sole and exclusive owner of and has good and marketable title to the Collateral; none of the Collateral is subject to any mortgage, pledge, lien, security interest, lease, charge, setoff, defense, claim, license, shop right, work for hire claims, covenant not to sue, or other encumbrance, except the liens in favor of Secured Parties; and there are no legal actions, administrative proceedings or claims pending or, to Knowledge of Debtor, threatened relating to any of the Collateral, except as otherwise set forth on the attached Schedule F.

- 3.7 All of the information provided by Debtor to Secured Parties on the Disclosure Schedule executed by Debtor of even date herewith is true and complete in all material respects.
- 3.8 Debtor has notified Secured Parties in writing of all uses of any Trademark or Copyright, prior to such Debtor's use, of which such Debtor is aware, which would in the reasonable judgment of such Debtor lead to such item becoming invalid or unenforceable, including prior unauthorized uses by third parties and uses that were not supported by the good will of the business connected with such item.
- 3.9 Debtor's products have been marked as required by statute with respect to the Collateral.
- 3.10 Debtor has used consistent standards of quality in manufacturing, distribution, and marketing of each product sold and provision of each service provided under any Collateral, and have taken all commercially reasonable steps to ensure that all licensed users of any Collateral use such consistent standards of quality.
4. **Patent Representations and Warranties.** Debtor represents and warrants as follows:
- 4.1 Debtor is the sole, legal and beneficial owner of the entire right, title and interest in and to the Patents purported to be granted by it hereunder, free and clear of any lien, security interest, option, charge, pledge, registered user agreement, assignment (whether conditional or not), or covenant, or any other encumbrance, except for the security interests created or permitted by this IP Security Agreement or the Loan Agreement and certain Licenses and registered user agreements described in Schedule D. No financing statement or similar instrument is in effect covering all or any part of the Patents purported to be granted by Debtor hereunder is on file in any recording office, including, without limitation, the Patent and Trademark Office and the equivalent offices in any foreign jurisdiction, except such as may have been filed in favor of Secured Parties or Debtor's senior lender.
- 4.2 Set forth on Schedule A is a list of all of the Patents owned by Debtor.
- 4.3 Each Patent identified on Schedule A is validly subsisting and has not been abandoned or adjudged invalid, unregistrable or unenforceable, in whole or in part, and is, to Debtor's Knowledge, valid, registrable, and enforceable.
5. **Trademark Representations and Warranties.** Debtor represents and warrants as follows:
- 5.1 Debtor is the sole, legal and beneficial owner of the entire right, title and interest in and to the Trademarks purported to be granted by it hereunder, free and clear of any lien, security interest, option, charge, pledge, registered user agreement, assignment (whether conditional or not), or covenant, or any other encumbrance, except for the security interests created or permitted by this IP Security Agreement or the Loan Agreement. No financing statement or similar instrument is in effect covering all or any part of the Trademarks purported to be granted by Debtor hereunder is on file in any recording office, including, without limitation, the Patent and Trademark Office and the equivalent offices in any foreign jurisdiction, except such as may have been filed in favor of Secured Parties or Debtor's senior lender.
- 5.2 Set forth on Schedule B is a list of all of the Trademarks owned by Debtor.

- 5.3 Each Trademark identified on Schedule B is validly subsisting and has not been abandoned or adjudged invalid, unregistrable or unenforceable, in whole or in part, and is, to Debtor's Knowledge, valid, registrable, and enforceable.
6. **Copyright Representations and Warranties.** Debtor represents and warrants as follows:
- 6.1 Debtor is the sole, legal and beneficial owner of the entire right, title and interest in and to the Copyrights purported to be granted by it hereunder, free and clear of any lien, security interest, option, charge, pledge, registered user agreement, assignment (whether conditional or not), or covenant, or any other encumbrance, except for the security interests created or permitted by this IP Security Agreement or the Loan Agreement and certain Licenses and registered user agreements described in Schedule D. No financing statement or similar instrument is in effect covering all or any part of the Copyrights purported to be granted by Debtor hereunder is on file in any recording office, including, without limitation, the Copyrights Office and the equivalent offices in any foreign jurisdiction, except such as may have been filed in favor of Secured Parties or Debtor's senior lender.
- 6.2 Set forth on Schedule C is a list of all of the Copyrights owned by Debtor.
- 6.3 Each Copyright identified on Schedule C is validly subsisting and has not been abandoned or adjudged invalid, unregistrable or unenforceable, in whole or in part, and is, to Debtor's Knowledge, valid, registrable, and enforceable.
7. **Covenants.** Debtor covenants and agrees as follows:
- 7.1 Anything herein to the contrary notwithstanding, Debtor will remain liable under the Collateral to observe and perform all the conditions and obligations to be observed and performed by Debtor thereunder, all in accordance with and pursuant to the terms and provisions thereof.
- 7.2 Debtor will furnish to Secured Parties within three months of acquiring or becoming aware of such ownership interest, and not less frequently than upon each anniversary of execution of this IP Security Agreement, statements and schedules identifying and describing any change, including but not limited to additions and/or deletions in the Collateral, and such other reports in connection with the Collateral as Secured Parties may reasonably request, all in reasonable detail, and includes a detailed explanation of any deletions therefrom.
- 7.3 Debtor (either itself or through its licensees) will: (a) continue to properly use and maintain each Trademark and Patent that is material to Debtor's business in full force and free from any claim of abandonment for non-use, (b) employ such Trademark and Patent with the appropriate notice of application or registration, and (c) not, and not permit any licensee or sublicensee thereof to, do any act or knowingly omit to do any act whereby such Trademark or Patent may become invalidated, including, but not limited to, entering into any agreement which is inconsistent with Debtor's obligations under this IP Security Agreement. Debtor hereby grants to Secured Parties and their employees, agents and designees the right, upon reasonable notice and during regular business hours, to visit Debtor's plants and facilities which manufacture, distribute or store products sold under the Trademark or Patent, and to inspect the products and quality control records relating thereto.

- 7.4 Debtor will not do any act, or omit to do any act, whereby any Copyright may become abandoned, part of the public domain or otherwise unenforceable.
- 7.5 Debtor will notify Secured Parties immediately if Debtor knows or has reason to know that any application or registration relating to any Copyright, Trademark, Patent, or Trade Secret, and any intellectual property that may be subject to a license, may become abandoned, invalid, or otherwise unenforceable, or of any adverse determination or development, including but not by way of limitation, the institution of, or any such determination or development in, any proceeding in the United States Patent and Trademark Office or Copyright Office or any court, regarding the ownership of any part of the Collateral, its right to register the same, or to keep, use, enforce and/or maintain the same.
- 7.6 If at any time after the date of this IP Security Agreement, Debtor obtains rights to any new or additional Collateral, or becomes entitled to the benefit of any application or registration for any re-issue, division, re-examination, continuation-in-part, continuation, renewal or extension of any Collateral or any improvements, adaptations or derivations on any Collateral, the provisions of this IP Security Agreement will automatically apply thereto and Debtor will give to Secured Parties prompt written notice thereof. Debtor authorizes Secured Parties to modify this IP Security Agreement by adding from time to time an Exhibit A, which Exhibit A will include any such future Collateral and applications, and Debtor will execute and deliver to Secured Parties from time to time such supplemental assignments or other instruments as Secured Parties may desire for the purpose of confirming and perfecting Secured Parties' interest in such Collateral. In no event will Debtor, either itself or through any agent, employee, licensee or designee, file an application for the issuance of any patent or the registration of any trademark with the United States Patent and Trademark Office, or for any copyright registration with the United States Copyright Office, or any office or agency of the United States or any State thereof or of any other country or any political subdivision thereof, or enters into any license, unless it promptly informs Secured Parties, and, upon request of a Secured Party, executes and delivers any and all agreements, instruments, documents, and papers as such Secured Party may request to evidence and perfect such Secured Party's security interest in such Collateral for which registration has been applied and the good will and other intellectual property and related general intangibles of Debtor relating thereto or represented thereby, and Debtor hereby constitutes each Secured Party as its attorney-in-fact to execute and file all such writings for the foregoing purposes, all acts of such attorney being hereby ratified and confirmed; such power being coupled with an interest and irrevocable until the Obligations are indefeasibly paid in full and this IP Security Agreement is terminated.
- 7.7 Debtor will take all necessary steps, including, without limitation, in any proceeding before the United States Patent and Trademark Office, the United States Copyright Office or any appropriate office or agency in any state or in any other country or any political subdivision thereof, to maintain and pursue each application (and to obtain the relevant registration) and to maintain each registration of the Collateral, including, without limitation, filing of applications for renewal, payment of maintenance fees, affidavits of use, affidavits of incontestability and opposition, interference and cancellation proceedings.
- 7.8 If any of the Collateral is infringed and Debtor concludes that such infringement will have a material or adverse effect on Debtor, or if any of the Collateral is misappropriated,

diluted, or otherwise used or returned without authorization by a third party, Debtor will promptly notify Secured Parties after Debtor learns thereof and will take such actions as Secured Parties will reasonably deem appropriate under the circumstances to protect such Collateral.

- 7.9 Debtor, at its sole cost and expense, will (a) appear in and defend any action arising out of, or in any manner connected with, any of the Collateral or the obligations or liabilities of Debtor thereunder, (b) continue to use consistent standards of quality in its manufacture of products sold under the Collateral and will allow Secured Parties by their agents to inspect such products and quality control records relating thereto to ensure Debtor's compliance with such quality standards, and (c) allow Secured Parties by their agents reasonable access to the books and records of Debtor relating to the Collateral.
- 7.10 Debtor will not (a) sell, assign, pledge or otherwise transfer or encumber all or any part of its interest in any of the Collateral except as otherwise expressly permitted in the Loan Agreement, (b) grant any license under any of the Collateral (other than licenses to customers and marketing and distribution agents in the ordinary course of business consistent with past practices), or (c) enter into any agreement which is inconsistent with Debtor's obligations under this IP Security Agreement; provided that Debtor may license the Collateral (i) in the ordinary course of Debtor's business; or (ii) in connection with a sale of assets expressly permitted in the Loan Agreement. Secured Parties will execute any documents that Debtor may reasonably require in order to permit Debtor to exercise its rights hereunder to license the Collateral; provided that in no event will Secured Parties be required to do anything that may, in the sole judgment of each Secured Party, result in adversely affecting the lien granted hereunder or the assignment of the Collateral located in any foreign jurisdiction.
- 7.11 Debtor hereby presently grants to Secured Parties a license to use the Collateral (as defined in the Loan Agreement), upon and after the foreclosure upon, sale or other transfer of all or any part of the Collateral by or to a Secured Party pursuant to the Loan Agreement and/or this IP Security Agreement. The license granted in this paragraph 7.11 may be transferred by a Secured Party, without Debtor's consent, to any successor of a Secured Party, any assignee of a Secured Party, and/or any purchaser or other transferee of any or all of the Collateral. This license may not be revoked until all of the Obligations have been satisfied in full and the Loan Agreement has been terminated in accordance with its terms.

8. **Expenses.**

- 8.1 At its option, Secured Parties may discharge taxes, liens, security interests or such other encumbrances as may attach to the Collateral, may pay for the maintenance and preservation of the Collateral, as reasonably determined by Secured Parties to be necessary. Debtor will reimburse Secured Parties on demand for any payment so made or any expense incurred by a Secured Party pursuant to the foregoing authorization, and the Collateral also will secure any advances or payments so made or expenses so incurred by Secured Parties.
- 8.2 Any and all reasonable fees, costs and expenses, of whatever kind or nature, including, without limitation, reasonable attorneys' fees and legal expenses, incurred by Secured Parties in connection with the preparation of this IP Security Agreement and all other documents relating hereto and the consummation of this transaction, the filing or

recording of any documents (including, without limitation, all taxes in connection therewith) in public offices, the payment or discharge of any taxes, counsel fees, maintenance fees, encumbrances or otherwise protecting, maintaining or preserving the Collateral, or in defending or prosecuting any actions or proceedings arising out of or related to the Collateral, shall, to the extent permitted by applicable law, be borne and paid by Debtor on demand by Secured Parties and until so paid shall be added to the principal amount of the Obligations and shall bear interest at a per annum rate equal to the highest rate of interest applicable to any of the Obligations under the Loan Agreement.

9. **Collections.** After the occurrence of an Event of Default, as defined below, and during the continuation thereof, if directed by Secured Parties, whenever Debtor receives any payment with respect to any of the Collateral it will hold such payment in trust for Secured Parties and forthwith will deliver to Secured Parties the same in the form received by Debtor without commingling with any funds belonging to Debtor, and promptly will deposit the same in a special collateral account with Secured Parties.
10. **Notification of Third Parties.** Secured Parties, at any time after the occurrence of an Event of Default and during the continuation thereof, and without notice to Debtor, may notify any persons who are indebted to Debtor with respect to any Collateral of the assignment thereof to Secured Parties and may direct such persons to make payment directly to Secured Parties of the amounts due. At the request of Secured Parties after the occurrence of an Event of Default and during the continuation thereof, Debtor will direct any persons who are indebted to Debtor with respect to any Collateral to make payment directly to Secured Parties. Secured Parties are authorized to give receipts to such persons for any such payments and such persons will be protected in making such payments to Secured Parties.
11. **Execution of Appropriate Documentation with Respect to Collateral.** With respect to any and all of the Collateral, Debtor agrees to do and cause to be done all things necessary or appropriate to perfect, maintain the priority of and keep in full force and effect the security interest granted by Debtor to Secured Parties, including, but not limited to, the prompt payment upon demand therefor by Secured Parties of all fees and expenses (including documentary stamp, excise or intangibles taxes) incurred in connection with the preparation, delivery, or filing of any document or the taking of any action deemed necessary or appropriate by Secured Parties to perfect, protect, or enforce a security interest in any of the Collateral for the benefit of Secured Parties, subject only to the liens to which Secured Parties have specifically consented in writing (the "Permitted Liens"). All amounts not so paid when due will be added to the Obligations and (in addition to other rights and remedies resulting from such non-payment) will bear interest from the date of demand until paid in full at the Default Rate. Debtor also authorizes Secured Parties to file one or more financing statements, as deemed necessary or desirable by Secured Parties (including but not limited to any correction statements as set forth more fully in UCC Section 9-518), which financing statements lists or otherwise describes the Collateral as consisting of all of Debtor's assets or words to that effect, regardless of the actual description of the Collateral set forth in this IP Security Agreement. Debtor hereby ratifies any filing by Secured Parties that predates the date of this IP Security Agreement but that was intended to perfect the security interest granted hereby.
12. **Receivers.** Upon or at any time after the occurrence of an Event of Default and during the continuation thereof, Secured Parties may request the appointment of a receiver of the Collateral. Such appointment may be made without notice, and without regard to (i) the solvency or insolvency, at the time of application for such receiver, of the person or persons, if any, liable for

the payment of the Obligations; and (ii) the value of the Collateral at such time. Such receiver will have the power to take possession, control and care of the Collateral and to collect all accounts resulting therefrom. Notwithstanding the appointment of any receiver, trustee, or other custodian, Secured Parties will be entitled to the possession and control of any cash, or other instruments at the time held by, or payable or deliverable under the terms of this IP Security Agreement to Secured Parties.

13. **Default.**

13.1 Upon the occurrence of (the following herein referred to as an “Event of Default”): (i) any Event of Default as defined in any of the documents evidencing any of the Obligations, or (ii) any default under any of such documents that do not have a defined set of “Events of Default,” Secured Parties may exercise any one or more of the rights and remedies granted pursuant to this IP Security Agreement or given to a secured party under applicable law, as it may be amended from time to time, including but not limited to: (i) the right to take possession and sell, lease or otherwise dispose of the Collateral; (ii) at its option, operate, use or exercise any rights of ownership pertaining to the Collateral as Secured Parties deem necessary to preserve the value and receive the benefits of the Collateral; (iii) exercise any and all rights and remedies of Debtor under, in connection with, or otherwise in respect of, such Collateral, including the completion and filing of the IP Assignment; and (iv) license such Collateral or any part thereof. Upon the occurrence of an Event of Default, and during the continuance thereof, Secured Parties may, so far as Debtor can give authority therefor, enter upon any premises on which the Collateral or any part thereof may be situated and take possession of and remove the same therefrom. Secured Parties may require Debtor to make the Collateral available to Secured Parties at a place to be designated by Secured Parties that is reasonably convenient to all parties.

13.2 Debtor further agrees that, in the event of any disposition of the Collateral upon an Event of Default, Debtor will duly execute, acknowledge and deliver all documents necessary or advisable to record title to the Collateral in any transferee or transferees thereof, including, without limitation, valid, recordable assignments of registrations and/or applications for registration of all Patents, Trademarks, Copyrights, and Trade Secrets. Debtor hereby irrevocably appoints each Secured Party as its attorney-in-fact, with full power of substitution, to execute, deliver, and record such documents on Debtor’s behalf upon the occurrence of an Event of Default and during the continuation thereof. For the purposes of enabling Secured Parties to exercise its rights and remedies upon an Event of Default, Debtor hereby grants to Secured Parties an irrevocable, non-exclusive license (exercisable without payment of royalty or other compensation to Debtor) to use, assign, license or sublicense any of the Collateral, now owned or hereafter acquired by Debtor, and wherever the same may be located.

13.3 The net proceeds arising from the disposition of the Collateral after deducting expenses incurred by Secured Parties will be applied to the Obligations in the order determined by Secured Parties. If any excess remains after the discharge of all of the Obligations, the same will be paid to Debtor or as required by law. If after exhausting all of the Collateral, there should be a deficiency, Debtor will be liable therefor to Secured Parties; provided, however, that nothing contained herein will obligate Secured Parties to proceed against the Collateral prior to making a claim against Debtor or any other party obligated under the Obligations or prior to proceeding against any other collateral for the Obligations.

- 13.4 Whenever notice is required by law to be sent by Secured Parties to Debtor of any sale, lease or other disposition of the Collateral, then the Secured Parties' giving at least 10 days' prior written notice sent to Debtor's address set forth below will be deemed reasonable and to have complied with the above-described legal notice requirements.
- 13.5 The rights and remedies provided herein are cumulative and are not exclusive of any other rights or remedies provided by applicable law.
14. **Enforcement Actions.** Until an Event of Default, Debtor is entitled to bring suit in its own name to enforce the Collateral and any license thereunder. Upon and during the continuance of any Event of Default, to the extent permitted by applicable law, each Secured Party may, but will in no way be obligated to, bring suit in its own name to enforce the Collateral and any license thereunder. If a Secured Party elects to bring any such suit in its own name, Debtor will at the request of such Secured Party do any and all lawful acts and execute any and all proper documents required by such Secured Party in aid of such enforcement, including but not limited to joining with such Secured Party in the commencement and maintenance of such suit, and agreeing to be named as a party therein, and Debtor will promptly, upon demand, reimburse and indemnify such Secured Party for all reasonable, documented costs and expenses incurred by such Secured Party in the exercise of its rights under this Section.
15. **Secured Parties' Duties.** The powers conferred on Secured Parties hereunder are solely to protect the interest of Secured Parties in the Collateral, and will not impose any duty upon Secured Parties to exercise any such powers. Except for the same custody of any Collateral in Secured Parties' possession and the accounting for moneys actually received by Secured Parties hereunder, Secured Parties will have no duty as to any Collateral or as to the taking of any necessary steps to preserve rights against other parties or any other rights pertaining to any Collateral. Secured Parties will be deemed to have exercised reasonable care in the custody and preservation of the Collateral in its possession if such Collateral is accorded treatment substantially equal to that which each Secured Party accords its own similar property.
16. **Obligations, Indemnifications, and Expenses.** If Debtor fails to comply with any of its obligations hereunder, Secured Parties may, but will not be obligated to, do so at the expense of Debtor. To the extent that a Secured Party incurs any costs or expenses in protecting or enforcing its rights in the Collateral or observing or performing any of the conditions or obligations of Debtor hereunder, including but not limited to reasonable attorneys' fees and the costs and expenses of litigation, such costs and expenses will be due on demand, will be included in the indebtedness secured hereby and will bear interest from the incurring or payment thereof at the highest Default Rate as defined in any of the Obligations. Debtor will indemnify and hold Secured Parties harmless against (a) all expenses, liabilities, losses and damages that Secured Parties may incur under the Collateral or under or by reason of this IP Security Agreement, and (b) all claims and demands whatsoever that may be asserted against Secured Parties by reason of this IP Security Agreement or any act of a Secured Party under this IP Security Agreement or under any of the Collateral.
17. **Secured Parties' Power of Attorney.** After the occurrence of an Event of Default and during the continuation thereof, Debtor hereby irrevocably constitutes and appoints each Secured Party, and any officer thereof, with full power of substitution, as its true and lawful attorney-in-fact with full irrevocable power and authority in the place and stead of Debtor or in its name, from time to time in each Secured Party's discretion for the purpose of carrying out the terms of this IP Security Agreement, to take any and all appropriate action and to execute any and all documents and instruments which may be necessary or desirable to accomplish the purposes of this IP

Security Agreement and, without limiting the generality of the foregoing, Debtor hereby gives each Secured Party the power and right, on behalf of Debtor, after an Event of Default and during the continuation thereof, and without notice to or assert by Debtor, to do the following:

- 17.1 to receive payment of, endorse, and receipt for, any and all monies, claims and other amounts due and to become due at any time in respect of or arising out of the Collateral;
- 17.2 to commence and prosecute any suits, actions or proceeding at law or in equity in any court of competent jurisdiction to collect any of the Collateral and to enforce any other right in respect of the Collateral;
- 17.3 to settle, compromise or adjust any suit, action or proceeding described above, and, in connection therewith, to give such discharges or releases as such Secured Party may deem appropriate;
- 17.4 to execute, in connection with the sale provided for in Section 13 hereof, any endorsement, assignments or other instruments of conveyance or transfer with respect to the Collateral; and
- 17.5 generally to sell, transfer, pledge, make any agreement with respect to or otherwise deal with any of the Collateral as fully and completely as though such Secured Party were the absolute owner thereof for all purposes, and to do, at such Secured Party's option, at any time, or from time to time, all acts and things which such Secured Party deems necessary to protect or preserve the Collateral and such Secured Party's security interest and rights therein in order to effect the intent of this IP Security Agreement, all as fully and effectively as Debtor might do.

Debtor hereby ratifies all that such attorneys will lawfully do or cause to be done by virtue hereof. This power of attorney is a power coupled with an interest, will be irrevocable and will terminate only upon payment in full of the Obligations. After the termination of this power of attorney in accordance with the previous sentence, upon Debtor's reasonable request, Secured Parties will sign and deliver to Debtor any instruments necessary to release Secured Parties' security interests in the Collateral. The powers conferred upon Secured Parties hereunder are solely to protect Secured Parties' interests in the Collateral and will not impose any duty upon it to exercise any such powers. Secured Parties will have no obligation to preserve any rights of any third parties in the Collateral or to perform any duties or obligations of any Debtor under or with respect to any of the Collateral. Secured Parties will be accountable only for amounts that it actually receives as a result of the exercise of such powers, and neither it, any of its affiliates nor any of its agents will be responsible to Debtor for any action taken or omitted to be taken in good faith or in reliance on the advice of counsel except for its own gross negligence or willful misconduct.

18. **General.**

- 18.1 **Waiver.** No delay or omission on the part of Secured Parties to exercise any right or power arising from any default or Event of Default will impair any such right or power or be considered a waiver of any such right or power or a waiver of any such default or Event of Default or an acquiescence therein nor will the action or non-action of Secured Parties in case of such Default or Event of Default impair any right or power arising as a result thereof or affect any subsequent default or any other default of the same or a different nature.

18.2 **Notices.** All notices, demands, requests, consents or approvals and other communications required or permitted hereunder will be in writing, and, to the extent required by applicable law, will comply with the requirements of the Uniform Commercial Code then in effect, and will be addressed to such party at the address set forth below or to such other address as any party may give to the other in writing for such purpose:

To Secured Parties: Northcreek Mezzanine Fund I, L.P.
225 East Fifth Street, Suite 3010
Cincinnati, Ohio 45202
Attention: Barry Peterson

Stinger Northcreek BLR, LLC
225 East Fifth Street, Suite 3010
Cincinnati, Ohio 45202
Attention: Barry Peterson

with a copy to:

McGuireWoods LLP
77 West Wacker Drive, Suite 4100
Chicago, Illinois 60601
Attention: Mark A. Kromkowski

To Debtor: FBM Holdings LLC
100 Winners Circle, Suite 300
Brentwood, Tennessee 37027
Attention: Daniel M. Oswald, Chief Executive Officer

with a copy to:

Sherrard & Roe, PLC
150 3rd Avenue South, Suite 1100
Nashville, Tennessee 37201
Attention: Thomas J. Sherrard

All such communications, if personally delivered, will be conclusively deemed to have been received by a party hereto and to be effective when so delivered; if given by mail, on the fourth business day after such communication is deposited in the mail with first-class postage prepaid, return receipt requested; or if sent by overnight courier service, on the day after deposit thereof with such service; or if sent by certified or registered mail, on the third business day after the day on which deposited in the mail.

18.3 **Successors and Assigns.** This IP Security Agreement will be binding upon and inure to the benefit of Debtor and Secured Parties and their respective successors and assigns; provided, however, that Debtor may not assign this IP Security Agreement in whole or in part without the prior written consent of Secured Parties, and Secured Parties at any time may assign this IP Security Agreement in whole or in part. All references herein to “Debtor” and “Secured Parties” will be deemed to apply to Debtor and Secured Parties and their respective heirs, administrators, successors and assigns.

- 18.4 **Modifications.** No modification or waiver of any provision of this IP Security Agreement nor consent to any departure by Debtor therefrom, will be established by conduct, custom, or course of dealing; and no modification, waiver or consent will in any event be effective unless the same is in writing and specifically refers to this IP Security Agreement, and then such waiver or consent will be effective only in the specific instance and for the purpose for which given. No notice to or demand on Debtor in any case will entitle Debtor to any other or further notice or demand in the same, similar or other circumstance.
- 18.5 **Joint and Several Obligations.** If this IP Security Agreement is executed by one or more persons or entities as the “Debtor,” the obligations of such persons or entities will be joint and several. Unless otherwise specified herein, any reference to “Debtor” will mean each such person or entity executing this IP Security Agreement individually and all of such persons or entities collectively.
- 18.6 **Illegality.** If fulfillment of any provision hereof or any transaction related hereto or of any provision of this IP Security Agreement, at the time performance of such provision is due, involves transcending the limit of validity prescribed by law, then *ipso facto*, the obligation to be fulfilled will be reduced to the limit of such validity.
- 18.7 **Gender, etc.** Whenever used herein, the singular number will include the plural, the plural the singular and the use of the masculine, feminine or neuter gender will include all genders.
- 18.8 **Headings.** The headings in this IP Security Agreement are for convenience only and will not limit or otherwise affect any of the terms hereof.
- 18.9 **Counterparts.** This IP Security Agreement may be executed in any number of counterparts and by different parties hereto in separate counterparts, each of which when so executed will be deemed to be an original and all of which taken together will constitute one and the same agreement. Any party so executing this IP Security Agreement by facsimile transmission shall promptly deliver a manually executed counterpart, provided that any failure to do so shall not affect the validity of the counterpart executed by facsimile transmission.
- 18.10 **Definitions.** Capitalized terms used herein and not otherwise defined will be given the definitions set forth in the Uniform Commercial Code in force and effect in the State indicated in the Governing Law section of this IP Security Agreement or if not defined herein or in the relevant Uniform Commercial Code, shall have the meanings ascribed to them in the Loan Agreement.
- 18.11 **Governing Law.** This IP Security Agreement has been delivered and accepted at and will be deemed to have been made in the State of Ohio and will be interpreted and the rights and liabilities of the parties hereto determined in accordance with the laws of the State of Ohio, without regard to conflicts of law principles.
- 18.12 **Jurisdiction.** Debtor hereby irrevocably agrees and submits to the exclusive jurisdiction of the courts of the state of Ohio or of the United States of America for the Southern District of Ohio; provided that nothing contained in this IP Security Agreement will prevent the Secured Parties from bringing any action, enforcing any award or judgment or exercising any rights against Debtor individually, against any security or against any

property of Debtor within any other county, state, or other foreign or domestic jurisdiction. The Secured Parties and Debtor agree that the venue provided above is the most convenient forum for the Secured Parties and Debtor. Debtor waives any objection to venue and any objection based on a more convenient forum in any action instituted under this IP Security Agreement.

- 18.13 **Waiver of Jury Trial.** THE PARTIES HERETO EACH WAIVE ANY RIGHT TO TRIAL BY JURY IN ANY ACTION OR PROCEEDING RELATING TO THIS IP SECURITY AGREEMENT, ANY DOCUMENTS EXECUTED IN CONNECTION WITH THIS IP SECURITY AGREEMENT, OR ANY TRANSACTION CONTEMPLATED IN ANY OF SUCH DOCUMENTS. DEBTOR AND SECURED PARTIES ACKNOWLEDGE THAT THE FOREGOING WAIVER IS KNOWING AND VOLUNTARY.

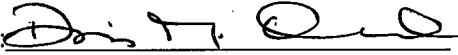
Debtor acknowledges that Debtor has read and understood all the provisions of this IP Security Agreement, including the waiver of jury trial, and has been advised by counsel as necessary or appropriate.

[Signature page follows]

WHEREAS, the parties listed below have executed this IP Security Agreement as of the date first listed above.

DEBTOR:


FBM HOLDINGS LLC, a Delaware limited liability company

By: 

Name: Daniel M. Oswald

Title: Chief Executive Officer

FORTIS BUSINESS MEDIA LLC, a Delaware limited liability company

By: 

Name: Daniel M. Oswald

Title: Chief Executive Officer

SECURED PARTIES:

NORTHCREEK MEZZANINE FUND I,
L.P.,
a Delaware limited partnership

By: Its General Partner
NMF GP, LLC
A Delaware limited liability company

By: _____

Name: Barry Peterson
Vice President
Northcreek Management, Inc.
Manager of the General Partner

STINGER NORTHCREEK BLR, LLC, a Delaware limited liability company

By: _____

Name: Barry Peterson, Vice President
Northcreek Management, Inc.
its Manager

WHEREAS, the parties listed below have executed this IP Security Agreement as of the date first listed above.

DEBTOR:

FBM HOLDINGS LLC, a Delaware limited liability company

By: _____

Name: Daniel M. Oswald

Title: Chief Executive Officer

FORTIS BUSINESS MEDIA LLC, a Delaware limited liability company

By: _____

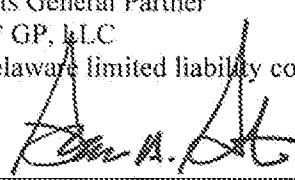
Name: Daniel M. Oswald

Title: Chief Executive Officer

SECURED PARTIES:

NORTHCREEK MEZZANINE FUND I, L.P.,
a Delaware limited partnership

By: Its General Partner
NMF GP, LLC
A Delaware limited liability company

By:  _____

Name: Barry Peterson

Vice President

Northcreek Management, Inc.

Manager of the General Partner

STINGER NORTHCREEK BLR, LLC, a Delaware limited liability company

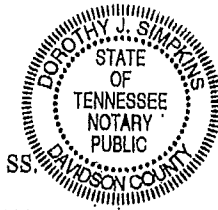
By:  _____

Name: Barry Peterson, Vice President

Northcreek Management, Inc.

its Manager

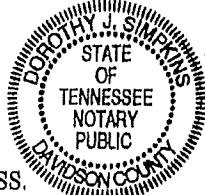
STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)



MY COMMISSION EXPIRES: 12TH

The foregoing instrument was acknowledged before me this 12TH day of June, 2013 by DAN OSWALD, the duly authorized CHIEF EXECUTIVE OFFICER of FBM HOLDINGS LLC, a Delaware limited liability company, on behalf of the limited liability company.

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)



MY COMMISSION EXPIRES: September 9, 2014

The foregoing instrument was acknowledged before me this 12TH day of June, 2013 by DAN OSWALD, the duly authorized CHIEF EXECUTIVE OFFICER of FORTIS BUSINESS MEDIA LLC, a Delaware limited liability company, on behalf of the limited liability company.

Dorothy J. Simpkins
Notary Public
My commission expires: 9-9-14

Dorothy J. Simpkins
Notary Public
My commission expires: 9-9-14

STATE OF _____)
COUNTY OF _____) SS.

The foregoing instrument was acknowledged before me this ____ day of June, 2013 by Barry Peterson, the duly authorized Vice President of Northcreek Management, Inc., manager of NMF GP, LLC, the general partner of Northcreek Mezzanine Fund I, L.P., Delaware limited partnership, on behalf of the limited partnership.

Notary Public
My commission expires: _____

STATE OF _____)
COUNTY OF _____) SS.

The foregoing instrument was acknowledged before me this ____ day of June, 2013 by Barry Peterson, the duly authorized Vice President of Stinger Northcreek BLR, LLC, on behalf of the limited liability company.

Notary Public
My commission expires: _____

STATE OF _____)
)
COUNTY OF _____)

SS.

The foregoing instrument was acknowledged before me this ____ day of June, 2013 by _____, the duly authorized _____ of **FBM HOLDINGS LLC**, a Delaware limited liability company, on behalf of the limited liability company.

Notary Public
My commission expires: _____

STATE OF _____)
)
COUNTY OF _____)

SS.

The foregoing instrument was acknowledged before me this ____ day of June, 2013 by _____, the duly authorized _____ of **FORTIS BUSINESS MEDIA LLC**, a Delaware limited liability company, on behalf of the limited liability company.

Notary Public
My commission expires: _____

STATE OF Ohio)
)
COUNTY OF Hamilton)



Deborah J. Stall
Notary Public, State of Ohio
My Commission Expires 12-10-2017

The foregoing instrument was acknowledged before me this 13 day of June, 2013 by Barry Peterson, the duly authorized Vice President of Northcreek Management, Inc., manager of NMF GP, LLC, the general partner of Northcreek Mezzanine Fund I, L.P., Delaware limited partnership, on behalf of the limited partnership.

Deborah J. Stall
Notary Public
My commission expires: 12-10-17

STATE OF Ohio)
)
COUNTY OF Hamilton)



Deborah J. Stall
Notary Public, State of Ohio
My Commission Expires 12-10-2017

The foregoing instrument was acknowledged before me this 13 day of June, 2013 by Barry Peterson, the duly authorized Vice President of Stinger Northcreek BLR, LLC, on behalf of the limited liability company.

Deborah J. Stall
Notary Public
My commission expires: 12-10-17

SCHEDULE A

Patents

None.

SCHEDULE B

Trademarks

See attached.

Trademark Registration Listing

See attached.

TRADEMARKS

<u>NAME</u>	<u>REGISTRATION NUMBER</u>
BLR	3404127
CALIFORNIA EMPLOYER RESOURCES	(pending) SN 85525263
CLICK 'N TRAIN	3315642
COMPENSATION.BLR.COM	3524939
DANGER ZONES FOR SUPERVISORS	2374935
EMPLOYEE COMPENSATION REDBOOK	3265675
EMPLOYER ADVISOR	3512495
EMPLOYER RESOURCE INSTITUTE	3506961
ENVIRO.BLR.COM	3521461
ENVIRONMENTAL TRAINING LIBRARY ON CD-ROM	2468597
HR CHALLENGE	2547235
HR DAILY ADVISOR	3656369
HR HERO	2928795
HR.BLR.COM	3561801
INSTANTHRANSWERS	3121788
M. LEE SMITH PUBLISHERS HR	3497798
MY SAFETY MANAGER	3300334
SAFETY.BLR.COM	3517279
SALARY SEARCH	3539042
SALARYSEARCH.COM	3503242
THE HR RED BOOK	2870047
THEHREDGE	2539690
TRAINING TODAY	(pending) SN 85602751

SCHEDULE C

Copyrights

See attached.

Copyright Registration Listing

See attached.

Full Title	Copyright Number	Date	Name
10 minute HR trainer, March, 2006	TX0006487689	2006	Business & Legal Reports, Inc.
10 minute HR trainer.	TX0006614774	2007	Business & Legal Reports, Inc.
10 minute HR trainer.	TX0006578955	2007	Business & Legal Reports, Inc.
10 minute HR trainer.	TX0006516440	2006	Business and Legal Reports, Inc.
10 minute HR trainer.	TX0005474807	2001	Business and Legal Reports, Inc.
10-minute HR trainer : 31507330.	TX0005534884	2001	Business and Legal Reports, Inc.
10-minute HR trainer : 31507331.	TX0005534882	2001	Business and Legal Reports, Inc.
10-Minute HR Trainer : Dec. 2002 suppl.	TX0005697161	2002	Business and Legal Reports, Inc.
10-Minute HR Trainer : filling instructions, Sept. 2002 suppl.	TX0005637718	2002	Business and Legal Reports, Inc.
10-Minute HR Trainer : September 2003 suppl.	TX0005831029	2003	Business and Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement 31507300.	TX0007263676	2009	Business & Legal Reports
10-Minute HR Trainer Quarterly Supplement 31507300.	TX0007264233	2010	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement 31507319.	TX0007066724	2009	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement 31507332.	TX0007316924	2010	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement.	TX0007280609	2010	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement.	TX0007136802	2009	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement.	TX0007136820	2009	Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement.	TX0007323648	2010	Business & Legal Reports, Inc.
10-Minute HR Trainer Special Supplement 31507331.	TX0007474947	2011	Business & Legal Reports, Inc.
10-Minute HR Trainer.	TX0007478884	2011	Business & Legal Reports, Inc.
10-Minute HR Trainer.	TX0007483548	2011	Business & Legal Reports, Inc.
10-Minute HR Trainer.	TX0006173235	2005	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0006103093	2004	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0006103106	2004	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005913053	2003	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005550447	2002	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005580349	2002	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005586072	2000	Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005586073	2000	Business and Legal Reports, Inc.
10-Minute HR Trainer. [Published: 2007-06-01. Issue: June 2007]	TX0007035063	2007	Business & Legal Reports
10-Minute HR Trainer. [Published: 2007-09-01. Issue: September 2007]	TX0007035062	2007	Business & Legal Reports
10-Minute HR Trainer. [Published: 2007-09-01. Issue: September 2007]	TX0007035076	2007	Business & Legal Reports
10-Minute HR Trainer. [Published: 2011-03-01. Issue: March 2011]	TX0007480242	2011	Business & Legal Reports, Inc.
2004 healthcare survey : special report.	TX0006103460	2004	Business and Legal Reports, Inc.
2004 survey of executive compensation : special report.	TX0006103461	2004	Business and Legal Reports, Inc.
2009 EHS Yellow Pages 10105400 01/2009.	TX0007263770	2009	Business & Legal Reports
2009 HR Yellow Pages 30509200 01/2009.	TX0007263739	2009	Business & Legal Reports
2009-2010 EHS Salary Guide.	TX0007141137	2009	Business & Legal Reports, Inc.
2010-2011 EHS Salary Guide 17104400.	TX0007323612	2010	Business & Legal Reports, Inc.
24/7 & 117 other titles.	V3470D567	2001	Business & Legal Reports, Inc.
24/7 shiftwork solutions : July 2002 suppl.	TX0005637719	2002	Business and Legal Reports, Inc.
24/7 shiftwork solutions.	CSN0136175	2001	Business & Legal Reports, Inc.
24/7 shiftwork solutions.	TX0005550436	2002	Business and Legal Reports, Inc.
24/7 shiftwork solutions.	TX0005559506	2002	Business and Legal Reports, Inc.
24/7 shiftwork solutions.	CSN0136175	2002	Business and Legal Reports, Inc.
5 Fall-Safe Strategies for Machine Safety 96005000_SR.	TX0007082813	2009	Business & Legal Reports, Inc.
5 Mistakes Everyone Makes with Job Descriptions And How to Avoid Them.	TX0007483556	2011	Business & Legal Reports, Inc.
5 steps to legal background checks that really work.	TX0006487686	2006	Business & Legal Reports, Inc.
50 safety training activities / Barbara Kelly.	TX0004286198	1995	Business & Legal Reports,
50 safety training activities / Barbara Kelly.	TX0004286198	1995	Business and Legal Reports, Inc.
5-minute HR trainer : May 1999 suppl.	TX0005129735	1999	Business and Legal Reports, Inc.
5-minute HR trainer : Nov. 1999 suppl.	TX0005129736	1999	Business and Legal Reports, Inc.
5-Minute HR Trainer.	TX0004757062	1997	Business and Legal Reports, Inc.
5-minute sales trainer : Apr. 1999 suppl.	TX0005129742	1999	Business and Legal Reports, Inc.
5-minute sales trainer.	TX0004757280	1998	Business and Legal Reports, Inc.
7 minute safety trainer : February 2006.	TX0006486779	2006	Business & Legal Reports, Inc.
7 minute safety trainer.	TX0006605986	2007	Business & Legal Reports, Inc.
7 minute safety trainer.	TX0006583282	2007	Business & Legal Reports, Inc.
7 minute safety trainer.	TX0006558028	2006	Business & Legal Reports, Inc.
7 minuted safety trainer--Spanish/English edition, February 2006.	TX0006487685	2006	Business & Legal Reports, Inc.
7 minutes safety trainer.	TX0006604747	2007	Business & Legal Reports
75 Must-Have HR Pollicios 40040015 12/06.	TX0007186109	2006	Business & Legal Reports, Inc.
7-Minute Safety Trainer / written by Barbara Kelly.	TX0004758178	1998	Business & Legal Reports,
7-Minute Safety Trainer / written by Barbara Kelly.	TX0004758178	1998	Business and Legal Reports, Inc.
7-minute safety trainer : Feb. 1999 suppl.	TX0005129763	1999	Business and Legal Reports, Inc.
7-Minute Safety Trainer : Nov. 1999 suppl.	TX0005129738	1999	Business and Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001517 02/09.	TX0007263698	2009	Business & Legal Reports
7-Minute Safety Trainer Quarterly Supplement 11001520 05/09.	TX0007075879	2009	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001521 08/09.	TX0007137067	2009	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001525 08/10.	TX0007316310	2010	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001526 11/10.	TX0007323656	2010	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001530 02/10.	TX0007200149	2010	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement 11001531 05/10.	TX0007423710	2010	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement.	TX0007249929	2010	Business & Legal Reports, Inc.
7-Minute Safety Trainer Quarterly Supplement.	TX0007136816	2009	Business & Legal Reports, Inc.
7-minute safety trainer Spanish handout.	TX0006103109	2004	Business and Legal Reports, Inc.
7-minute safety trainer Spanish handouts : August 2003 supplement.	TX0005913329	2003	Business and Legal Reports, Inc.
7-Minute Safety Trainer Spanish/English Edition. [Published: 2007-08-01. Issue: August 2007]	TX0007035089	2007	Business & Legal Reports
7-minute safety trainer, May 2004 supplement.	TX0006090624	2004	Business and Legal Reports, Inc.
7-Minute Safety Trainer.	TX0007474943	2011	Business & Legal Reports, Inc.
7-Minute Safety Trainer.	TX0007475600	2011	Business & Legal Reports, Inc.
7-minute safety trainer.	TX0005457862	2000	Business & Legal Reports, Inc.
7-minute safety trainer.	TX0006184516	2005	Business and Legal Reports, Inc.
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Discrimination Booklet
Drug-Free Workplace Pocket Guide
Drug-Free Workplace: It's The Law
Drug-Free Wrkplc: Partners / Prevention
Family and Medical Leave Act
FMLA: What You Need to Know
Prevent Violence In The Workplace
Preventing Sexual Harassment
Recognize & Prevent Sexual Harassment Spanish
Recognize & Prevent Sexual Harassment
Respect in the Workplace Booklet
Sexual Harassment
Sexual Harassment Pocket Guide
Sexual Harassment: What You Need to Know
Substance Abuse
Taking Family & Medical Leave
The ADA & You
The Drug-Free Workplace
Workplace Diversity
CA Guide To Preventing Sexual Harassment
FMLA, ADA Training Presentations

Training Manuals and Products

Supervisor CA Sexual Harassment 2nd Ed

BBP: Staying Safe at Work

Chemical Labels & SDS

Chemical Labels: Your Signposts To Safety

Electrical Safety

Ergonomics

Evacuation Booklet

Eye & Face Protection

Fire Safety

First Aid Pocket Guide

Forklift Safety

Forklift Safety Pocket Guide

Understanding Chemical Labels under GHS

Hazards/Workplace-Your Right To Know

Hazards/Workplace-Your RTK Spanish

Hazcom Pocket Guide

How To Prevent Back Problems

How To Prevent Slips, Trips, & Falls

Infection Control Pocket Guide

Lift, Move, And Carry Things Safely

Lifting Pocket Guide

Lockout For Safety On The Job

Lockout Pocket Guide

MSDS Your Partner In Safety

MSDS: Your Guide To Chemical Safety

Noise & Your Hearing

OSHA Says You Have a Right To Know

OSHA'S Bloodborne Pathogens Standard

Personal Protective Equipment

Pocket Guide Health Care Safety

Pocket Guide To MSDS & Labels

PPE Pocket Guide

Protect Your Hearing
Right To Know Keeps Your Workplace Safe
Right To Know Pocket Guide
Terrorism, Security & Your Safety
The Hazard Communication Standard
Understanding/Hazard Communication Std.
Workplace Safety Pocket Guide
Workplace Safety Pocket Guide Spanish
You & Your Respirator
Your Guide To Safe Lifting
Repeat Accidents Break the Chain
Your Guide To Workplace Safety
Back Safety & Injury Prevention
Safety Meeting Repros
Safety Audit Checklists
OSHA Accident Case Studies
Essential Safety Policies - Print
Essential Safety Policies - CD
Sexual Harassment Toolkit - CD
Healthcare Reform: Countdown to 2014
2011 ADAAA Regulations--Employers Guide
EHS Essentials Kit: SPCC Compliance
Healthcare Reform after 1 Year & Beyond
HR Essentials Kit: ADAAA Compliance-2011

Compensation Manuals

Employee Compensation in Alabama
Employee Compensation In Arizona
Employee Compensation in Arkansas
Employee Compensation in Colorado
Employee Compensation in DC
Employee Compensation in Delaware
Employee Compensation in Florida

Employee Compensation in Georgia
Employee Compensation in Idaho
Employee Compensation in Illinois
Employee Compensation in Indiana
Employee Compensation in Iowa
Employee Compensation in Kansas
Employee Compensation in Kentucky
Employee Compensation in Louisiana
Employee Compensation in Maine
Employee Compensation in Maryland
Employee Compensation in Massachusetts
Employee Compensation in Michigan
Employee Compensation in Minnesota
Employee Compensation in Mississippi
Employee Compensation in Missouri
Employee Compensation In Nebraska
Employee Compensation In Nevada
Employee Compensation In New Hampshire
Employee Compensation In New Jersey
Employee Compensation In New York
Employee Compensation in North Carolina
Employee Compensation In Ohio
Employee Compensation in Oklahoma
Employee Compensation In Oregon
Employee Compensation In Pennsylvania
Employee Compensation In Rhode Island
Employee Compensation In South Carolina
Employee Compensation In South Dakota
Employee Compensation In Tennessee
Employee Compensation In Texas
Employee Compensation In Utah
Employee Compensation In Vermont
Employee Compensation In Virginia

Employee Compensation In Washington
Employee Compensation In West Virginia
Employee Compensation In Wisconsin
Employee Compensation In Wyoming

Environmental Products

Environmental Compliance In AL
Environmental Compliance In AR
Environmental Compliance In AZ
Environmental Compliance In CO
Environmental Compliance In CT
Environmental Compliance in DE
Environmental Compliance In FL
Environmental Compliance In GA
Environmental Compliance In IA
Environmental Compliance In IL
Environmental Compliance In IN
Environmental Compliance In KS
Environmental Compliance In KY
Environmental Compliance In LA
Environmental Compliance In MA
Environmental Compliance In MD
Environmental Compliance In MI
Environmental Compliance In MN
Environmental Compliance In MO
Environmental Compliance In MS
Environmental Compliance in MT
Environmental Compliance in NC
Environmental Compliance in NH
Environmental Compliance in NJ
Environmental Compliance in NY
Environmental Compliance in OH
Environmental Compliance in OK

Environmental Compliance in OR
Environmental Compliance in PA
Environmental Compliance in RI
Environmental Compliance in SC
Environmental Compliance in TN
Environmental Compliance in TX
Environmental Compliance in UT
Environmental Compliance in VA
Environmental Compliance in WA
Environmental Compliance in WI
Environmental Compliance In WV
Environmental Training Library
Environmental Manager's Compliance Advisor

Safety Products

Hazard Communication and GHS: What Supervisors Need to Know
Understanding Chemical Labels Under GHS
Hazard Communication and GHS

Training Products

Audio Click 'n Train: Sexual Harassment: What Employees Need to Know
Audio Click 'n Train: New Employee Orientation
Audio Click 'n Train: Violence in the Workplace - How to Prevent and Defuse for Employees
Audio Click 'n Train: Diversity for All Employees
Audio Click 'n Train: ADA - What Supervisors Need to Know
Audio Click 'n Train: FMLA - What Supervisors Need to Know
Audio Click 'n Train: Affordable Care Act- What Supervisors Need to Know
Audio Click 'n Train: FLSA - What Supervisors Need to Know
Audio Click 'n Train Spanish/English Edition: Workplace Safety for Employees
Audio Click 'n Train Spanish/English Edition: Sexual Harassment - What Employees Need to Know

Disaster Planning: What Employees Need to Know Audio Click 'n Train
Reducing Turnover and Increasing Retention Audio Click 'n Train
Workplace Ethics for Supervisors Audio Click 'n Train
CNT Essential HR: For Those Who Have Recently Assumed HR Responsibilities with Audio
CNT Healthy Aging with Audio
Pandemic Flu: How to Prevent and Respond PowerPoint with Audio
Hazardous Waste Container Management - Guide Book
Building The Best Training Program: Your One-Stop Learning Resource
75 Must-Have HR Policies - CD-ROM
Easy EHS Plan - Spill Prevention
Easy EHS Plan - Stormwater Pollution Prevention for Industrial Facilities
OSHA's Industrial Ergonomics PowerPoint® & Booklet Kit
HAZWOPER DVD Training Library
Supervisor's Guide to Accident Reporting Training DVD
Electrical Safety Related Work Training DVD
Personal Protective Equipment - Training DVD
PPE - DVD Toolkit
PPE Training DVD
Safety Audits DVD Training Kit
The Case of the Right-to-Know Mystery (DVD Kit)
The Case of the Right-to-Know Mystery (DVD)
Lockout for Safety - DVD Toolkit
Lockout/Tagout Training DVD
Walk-Thru Safety Inspection: Through the Eyes of an OSHA Compliance Officer
Walk-Thru Safety Inspection: Through the Eyes of an OSHA Compliance Officer
OSHA's Bloodborne Pathogens Standard DVD Training Kit
OSHA's Bloodborne Pathogens Standard Training DVD
Successful Safety Committees: They're No Accident
Safety Committee Training DVD
Ergonomics & the Industrial Environment DVD Training Kit
Ergonomics & the Industrial Environment Training DVD
Executive Summary: Employment Law for C-Suite
Stop Sexual Harassment: Training for Supervisors - 2nd Ed

Emergency Procedures Handbook and Training Presentation
Sexual Harassment in the Workplace PowerPoint and Booklet Training Kit
Sexual Harassment: What You Need to Know PowerPoint® Kit
Stop Sexual Harassment: Industrial Settings PowerPoint Kit
Our Drug-Free Workplace: Partners in Prevention Booklet & PowerPoint Kit
Click 'n Train: Violence in the Workplace - How to Prevent and Defuse for Employees
Click 'n Train: Time Management Skills for Employees
Click 'n Train: ADA - What Supervisors Need to Know
Click 'n Train: Progressive Discipline
Click 'n Train: Violence in the Workplace - How to Prevent and Defuse for Supervisors
Click 'n Train: Substance Abuse in the Workplace - What Supervisors Need to Know
Click 'n Train: Teambuilding for Supervisors
Click 'n Train: FLSA - What Supervisors Need to Know
Click 'n Train: Hiring Legally
Click 'n Train: Workers' Compensation - What Supervisors Need to Know
Click 'n Train: Workplace Safety for Employees
Click 'n Train Spanish/English Edition: Workplace Safety for Employees
Click 'n Train Spanish/English Edition: New Employee Orientation
Click 'n Train: Workplace Ethics for Supervisors
Preventing Discrimination in the Workplace PowerPoint® Kit
Complete Hazwoper Interactive Video Training Library
HAZWOPER Interactive Video Training: Chemical Protective Equipment
HAZWOPER Interactive Video Training: Donning/Doffing
HAZWOPER Interactive Video Training: HAZWOPER Orientation
HAZWOPER Interactive Video Training: ID of Hazardous Materials
HAZWOPER Interactive Video Training: Medical Surveillance
HAZWOPER Interactive Video Training: On Site Safety Considerations
HAZWOPER Interactive Video Training: Respiratory Protection
HAZWOPER Video Training Library

California Products:

CA State and Federal Leave Guide
California Employee Handbook Template
California Recordkeeping HRMC
CA Employee Handbook Template Spanish
Workers' Compensation in California
HRMC - Discrimination Harassment & Retaliation
Guide to Employment Law for CA Employers
HR Mgmt Comp Report: Wage & Hour in CA
Easy EHS Plan: Cal/OSHA IIPP
Cal/OSHA Vs Fed/OSHA:Comprehensive Guide
California Employment Notices Kit - Posters
Required Notices Package-Pamphlets Only
Employment Notice Handbook - 4th Edition
Terminations: A Complete Guide for CA Employers
Hiring & Retention: A Complete Guide for CA Employers
Papers Please: Cal/OSHA Recordkeeping
Employee Complaints
Insurance for Employee Lawsuits
Sex Harassment Prev for CA Employers
Variable Compensation
Workers Comp Insurance Buyers Guide
Workplace Security Checklists
Flexible Work Schedules
Handling Employee Termination-CA
Sexual Harassment Prevention Guide
Special Report: HR Recordkeeping
USERRA Special Report
EEO-1 Form Special Report
Supervisor Sexual Harass in CA-Spl Rpt
Investigations
Meal and Rest Periods
Workers' Compensation for CA Employees

Electronic Monitoring in CA Workplaces
CA Rules on Pay for Terminated Employees
Layoffs
Dealing w/Problem Employees in CA
Variable Compensation
How to Avoid Defamation Lawsuits
Privacy Issues in the Workplace
Setting Up A Telecommuting Program-CA
Military Leave Special Report-(CA)
Domestic Partners Sp Report - CA
FLSA Regs Report - CA
Guide to Hiring Independent Contractors
ADAAA Regulations Special Report
Healthcare Reform:What it Means CA Empl
What's New in 2012 Special Report
HR in Social Media-Manage Your Risks
Employment Notice Handbook
Who's Entitled to Overtime
Terminating Employees: CA Employee Guide
Paid Time Off Banking Kit
Defuse the Violence (CA)
Defuse the Violence
The Employment Notice Handbook - pdf
Performance Appraisals Empl Guide
50 Secrets For Preventing Lawsuits CA
Job-Descriptions Guide (CA)
Telecommuting Employer Guide
Recruiting Special Report
Toxic Mold Special Report
How to Master Project Management
Guide to Calculating Overtime
Legal Background Checks
HR Training to Avoid Lawsuits

Hiring Employer Guide (CA)
Pre Emp Lawsuits/Emp Notice Handbook
Emp vs Ind Contr/Emp Mptoce Handbook
Special: PTO Banking Kit + Job Descrip
Hire Without Fear
Recession Survival Kit CA Employers
Safety Management Systems Report
SR: Hazard Communication Training
SR: Top 10 Ways to Keep Employees Safe
SR: Fed/OSHA vs. Cal/OSHA comparison
Special Report Forklift Safety
Personal Protective Equipment
Identify & Control Erg Hazards in Yr Wkp
Safety Recording
5 Safe Strategies for Machine Safety
Electricity: Recognizing Reducing Risks
Age Bias Special Report (CA)
Emergency Planning Report
Making the Business Case/Sfty Spl Rpt
Safety Incentives - Special Report
Preparing & Avoiding Cal/OSHA Inspection
Four Steps to Emergency Preparedness
Occupational Noise in Your Workplace
Workplace Safety Committee Guide
Toxic Mold: How To Protect Your Workers
Smart Accident Prevention Employer Guide
Cal/OSHA Training Requirements Guide
Defensive Driving Program Special Report
Training Hispanic Workers Effectively
50 Tips for Effective Safety Training
Emergency Action and Fire Prevention

SCHEDULE D

Licenses

LICENSES

Licensing of others' content by BLR:

StateNet, a Lexis-Nexis Company – State legislative and regulatory activity republished on Safety.BLR.com, Enviro.BLR.com, and Regupdate.BLR.com

RegScan Inc. – State regulations text on Safety.BLR.com and Enviro.BLR.com

Instatrac Inc. – Tennessee Legislation Service software

CCH – ZipSales database

MSDSOnline Inc. – Mutual Reseller Agreement; Incident Tracker system on Safety.BLR.com, MSDS search on Enviro.BLR.com

Digital 2000 Inc. – DVD content for HAZWOPER Training System (to be replaced 7/2013 with new product that does not include Digital 2000 content)

Corporate Educational Services LLC – Plus of Us diversity training DVD content

Licensing of BLR content to others:

BLR licenses parts of its intellectual property in the ordinary course of business for the use of its customers.

BLR's Training presentations are licensed to numerous corporations, organizations, and governments, which receive them in SCORM-compliant format for the purpose of loading them onto their own Learning Management Systems.

BLR has retained an outside company, Marcinko Enterprises Inc., to expand licensing of BLR content by aggregators and resellers. Existing relationships include:

Westlaw – employment newsletter content

Lexis-Nexis – employment newsletter content

Copyright Clearance Center – wide range of BLR content

BLR's large account group sells licenses to portions of BLR content to corporations to place on their own internal websites, either for their own employees or for their customers. Examples:

Willis insurance group – HR.BLR.com and Training.BLR.com content

ThinkHR.com – HR.BLR.com content

Meridian KSI – HR.BLR.com content

Safety National Casualty Corp. – Safety.BLR.com content

Thorbahn Inc.

Foster Thomas
Mercer insurance group
Accident Fund Insurance Cos. Of America
MEMIC
AAIM Employers Association
Eastern Insurance Holdings Inc.
United Benefit Advisors
GEN4 Systems
Healthstream Inc. - HR job descriptions database

Some of BLR's Training content is licensed to online training aggregators. Existing relationships include:

OpenSesame.com
Coggno.com

SCHEDULE E

Domain Names

See attached.

Domain Name	Com	Net	Org	Active Since	Active Through	Requested By	Admin Contact	Billing	Registered
benefitsnext	√			3/6/2000	3/6/2013	D Francis	NS-Admin	J Brady	Register.com
blr	√			2/9/1999	2/9/2015	D Francis	NS-Admin	J Brady	Register.com
blr-blirect	√			2/5/2012	11/5/2012		NS-Admin		GoDaddy.com
blr-direct	√			2/5/2012	2/5/2013		NS-Admin		Register.com
blr-directs	√			10/18/2010	10/18/2012	M. Swanson	NS-Admin	NS-Admin	GoDaddy.com
blr-event	√			2/5/2012	11/5/2012		NS-Admin		GoDaddy.com
blr-events	√			2/5/2012	2/5/2013		NS-Admin		Register.com
blr-hrdanew	√			10/18/2010	11/5/2012		NS-Admin		GoDaddy.com
blr-hrdanews	√			8/3/2012	10/18/2012	M. Swanson	NS-Admin	NS-Admin	GoDaddy.com
blrmedia	√			8/3/2012	8/3/2013	R Cardoso	NS-Admin	L Miller	GoDaddy.com
blr-news	√			2/5/2012	2/5/2013		NS-Admin		Register.com
blrgreenteam	√			4/1/2010	4/1/2013	K Greenler-Sexton	NS-Admin	B Brady	Register.com
blrproducts	√			3/23/1999	3/23/2013	D Francis	NS-Admin	J Brady	Register.com
blr-sdaneu	√			11/5/2012	11/5/2012		NS-Admin		GoDaddy.com
blr-sdaneus	√			10/18/2010	10/18/2012	M. Swanson	NS-Admin	NS-Admin	GoDaddy.com
compadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
compdailyadvisor	√			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
compdailyadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
compdailyadvisor	√			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
compensationdailyadvisor	√			10/13/2008	10/13/2012		NS-Admin		GoDaddy.com
compensationdailyadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
compensationnext	√			6/26/2000	6/26/2013	D Francis	NS-Admin	J Brady	Register.com
compensationnext	√			4/19/2001	4/19/2013	D Francis	NS-Admin	J Brady	Register.com
descriptionnext	√			6/26/2000	6/26/2013	D Francis	NS-Admin	J Brady	Register.com
easyjobdescriptions	√			2/15/2007	2/15/2013	K Ryan	NS-Admin	B Brady	Register.com
employeetrainingadvisor	√			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
employeetrainingadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
employeetrainingadvisor	√			10/17/2008	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
employeenewsletterwizard	√			10/17/2008	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
employeeradvice	√			1/26/2001	12/5/2012	Pwood	NS-Admin	J Brady	Register.com
employradvisor	√			1/26/2001	4/12/2013	D Francis	NS-Admin	J Brady	Register.com
enviroanswers	√			4/9/1999	4/9/2013	D Francis	NS-Admin	J Brady	Register.com
envirodailyadvisor	√			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
envirodailyadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
envirodailyadvisor	√			10/13/2008	10/13/2012		NS-Admin		GoDaddy.com
environmentaldailyadvisor	√			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
environmentaldailyadvisor	√		√		10/13/2012		NS-Admin		GoDaddy.com
environmentaldailyadvisor	√			10/13/2012	10/13/2012		NS-Admin		GoDaddy.com

environext	✓			5/10/1999	5/10/2013	D Francis	NS-Admin	J Brady	Register.com
envirowin	✓			12/20/2006	1/11/2013	D Francis	NS-Admin	P wood	Register.com
ergonext	✓			3/6/2000	3/6/2013	D Francis	NS-Admin	J Brady	Register.com
findregs	✓			3/31/1999	3/31/2013	D Francis	NS-Admin	J Brady	Register.com
hrchallenge	✓			1/3/2001	1/3/2013	D Francis	NS-Admin	J Brady	Register.com
hrdailyadvisor	✓			11/9/2005	11/9/2013	B Gurnham	NS-Admin	J Brady	Register.com
hrfree	✓			8/19/2002	5/21/2013	D Francis	NS-Admin	J Brady	Register.com
hrhelpdesk	✓			1/1/2005	1/1/2013	D Francis	NS-Admin	J Brady	Register.com
hrimall	✓			2/9/2004	1/28/2013	J Brady	NS-Admin	J Brady	Register.com
hrlarning	✓			2/23/1999	2/23/2013	D Francis	NS-Admin	J Brady	Register.com
hrnewsletterwiz	✓			10/17/2007	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
hrnext	✓			4/21/1999	4/21/2013	D Francis	NS-Admin	J Brady	Register.com
hrpolicymanager	✓			10/17/2007	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
hrst	✓			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
hrstrangebuttrue	✓			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS-Admin	GoDaddy.com
hrstrangebuttrue		✓			10/13/2012		NS-Admin		GoDaddy.com
hrstrangebuttrue			✓		10/13/2012		NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			7/30/2004	7/30/2013	D Francis	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			8/16/2007	12/9/2013	D Francis	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			5/21/2001	5/21/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			6/5/2008	6/5/2013	K Greenler-Sexton	NS-Admin	B Brady	Register.com
hrstrangebuttrue	✓			6/5/2012	6/5/2013		NS-Admin		Register.com
hrstrangebuttrue	✓			6/5/2012	6/5/2013		NS-Admin		Register.com
hrstrangebuttrue			✓		6/5/2013		NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			2/13/2002	2/13/2013	D Francis	NS-Admin	B Brady	Register.com
hrstrangebuttrue	✓			8/20/2007	8/20/2013	M Rutkowski	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			6/26/2000	6/26/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			10/17/2007	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			6/30/2004	6/30/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			4/9/1999	4/9/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			6/30/2002	6/30/2013	K Ryan	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			7/26/2007	7/22/2013	M Rutkowski	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			10/17/2007	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			4/21/1999	4/21/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			7/15/2005	7/15/2013	B Gurnham	NS-Admin	B Gurnham	Register.com
hrstrangebuttrue	✓			10/17/2007	10/17/2012	K Ryan	NS-Admin	NS Admin	Register.com
hrstrangebuttrue	✓			2/24/1999	2/24/2013	D Francis	NS-Admin	J Brady	Register.com
hrstrangebuttrue	✓			10/13/2008	10/13/2012	K Greenler-Sexton	NS-Admin	NS Admin	GoDaddy.com
hrstrangebuttrue	✓				10/13/2012		NS-Admin		GoDaddy.com
hrstrangebuttrue	✓			5/10/1999	5/10/2013	D Francis	NS-Admin	J Brady	GoDaddy.com
hrstrangebuttrue	✓			10/13/2008	10/13/10-10/13/12	K Greenler-Sexton	NS-Admin	NS Admin	GoDaddy.com
hrstrangebuttrue	✓				10/13/2012		NS-Admin		GoDaddy.com

TRADEMARK

trainingweeklyadvisor			✓		10/13/2012		NS-Admin		GoDaddy.com
ah 8/3/12									

TRADEMARK

REEL: 005054 FRAME: 0071

Register.com
Acct # nsadmin01
Pw - Sachem75i

GoDaddy.com
Acct # nsadmin01
Pw - Sachem75i

SCHEDULE F

Claims or Legal Action

None.

EXHIBIT A

INTELLECTUAL PROPERTY SECURITY AGREEMENT SUPPLEMENT

THIS INTELLECTUAL PROPERTY SECURITY AGREEMENT SUPPLEMENT (this “Supplement”) dated as of _____, 20__, is made by and between **FBM HOLDINGS LLC**, a Delaware limited liability company and **FORTIS BUSINESS MEDIA LLC**, a Delaware limited liability company and wholly-owned subsidiary of FBM Holdings LLC (collectively, the “Debtor”), and **NORTHCREEK MEZZANINE FUND I, L.P.**, a Delaware limited partnership (“Northcreek”) and **STINGER NORTHCREEK BLR, LLC**, a Delaware limited liability company (“Stinger” and together with Northcreek, each a “Secured Party” and collectively the “Secured Parties”) now or hereafter party to the Note Purchase Agreement dated as of June 12, 2013, among Debtor and Secured Parties (as from time to time amended, modified, supplemented, restated, amended and restated, substituted, refinanced or replaced, the “Loan Agreement”). All capitalized terms used but not otherwise defined herein shall have the respective meanings assigned thereto in the Intellectual Property Security Agreement (as defined below).

1. **Recitals.**

- 1.1 Debtor is required under the terms of the Loan Agreement and that certain Intellectual Property Security Agreement dated as of June 12, 2013 by Debtor in favor of Secured Parties (as from time to time amended, modified, supplemented, restated, amended and restated, substituted, refinanced or replaced, the “IP Security Agreement”) to cause certain intellectual property owned by it and listed on Schedules I, II, III, IV, and V to this Supplement (the “Additional Collateral”) to become subject to the IP Security Agreement.
- 1.2 A material part of the consideration given in connection with and as an inducement to the execution and delivery of the Loan Agreement by Secured Parties was the obligation of Debtor to grant a security interest in the assets described herein to Secured Parties, whether then owned and not required to be subject to a pledge or subsequently acquired or created.
- 1.3 Secured Parties have required Debtor to grant to Secured Parties a security interest in the Additional Collateral in accordance with the terms of the Loan Agreement and the IP Security Agreement.

2. **Agreement.** Debtor hereby agrees as follows with Secured Parties:

- 2.1 Debtor hereby affirms and acknowledges the grant of security interest in the Additional Collateral contained in the IP Security Agreement and hereby grants to Secured Parties a security interest in the Additional Collateral listed on Schedules I, II, III, IV and V and all proceeds thereof.
- 2.2 Debtor hereby acknowledges, agrees and confirms that, by its execution of this Supplement, the Additional Collateral constitute “Collateral” under and is subject to the IP Security Agreement. Each of the representations and warranties with respect to Collateral contained in the IP Security Agreement is hereby made by Debtor with respect to the Additional Collateral. Revised Schedules I, II, III, IV and V to the IP Security Agreement reflecting the Additional Collateral are being delivered herewith to Secured Parties.

Debtor has caused this Supplement to be duly executed by its authorized officer as of the day and year first above written.

FBM HOLDINGS LLC

Debtor

By: _____

Name: _____

Title: _____

FORTIS BUSINESS MEDIA LLC

Debtor

By: _____

Name: _____

Title: _____

Acknowledged and accepted:

NORTHCREEK MEZZANINE FUND I, L.P.

Secured Party

By: Its General Partner
NMF GP, LLC
A Delaware limited liability company

By: _____
Barry Peterson, Vice President
Northcreek Management, Inc.
Manager of the General Partner

[STINGER NORTHCREEK BLR, LLC]

Secured Party

By: Its [*]
[*]
A [*]

By: _____
[NAME/TITLE]
[COMPANY]
[*]

SCHEDULE I

Patents

SCHEDULE II

Trademarks and Trademark Applications

SCHEDULE III

Copyrights

SCHEDULE IV

Licenses

SCHEDULE V

Domain Names