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	106/12/2013 I	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:	ОНЮ
Postal Code:	45202
Entity Type:	LIMITED PARTNERSHIP: DELAWARE

PROPERTY NUMBERS Total: 23

900258677

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 TPADEMARK

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TRADEMARK

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"):
 - 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");
 - 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 <u>Schedule C</u> 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");
- 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 <u>Schedule D</u> 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 <u>Schedule E</u> 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 All of Secured Parties' direct or indirect parent corporations, sister direct or indirect. 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 <u>Schedule F</u>, 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 <u>Schedule F</u>.

- 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 <u>Schedule A</u> 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 <u>Schedule B</u> 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 <u>Schedule C</u> is a list of all of the Copyrights owned by Debtor.
- 6.3 Each Copyright identified on <u>Schedule C</u> 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-infact 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

7

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. <u>Collections</u>. 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.

- 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. <u>Secured Parties' Duties</u>. 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.
- 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 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 <u>Section 13</u> 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.**

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.

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

 $150\,3^{rd}$ 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.

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.

- 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.
- 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 <u>Illegality</u>. 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 <u>ipso facto</u>, the obligation to be fulfilled will be reduced to the limit of such validity.
- 18.7 <u>Gender, etc.</u> 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 <u>Headings</u>. 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 <u>Counterparts</u>. 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 <u>Definitions</u>. 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

Name: Daniel M. Oswald

Title: Chief Executive Officer

FORTIS BUSINESS MEDIA LLC, a Delaware limited liability company

Name: Daniel M. Oswald

Title: Chief Executive Officer

SECURED PARTIES:

NORTHCREEK MEZZANINE FUND I, 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

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
Ву:
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

Signature Page to Intellectual Property Security Agreement

Northcreek Management, Inc.

its Manager

	STATE	
STATE OF TENNESSEE	OF TENNESSEE NOTARY	15.
STATE OF TENNESSEE) COUNTY OF WILLIAMSON)	SS. POBLIC	IDEO.
The foregoing instrument was a DAN OSWALD, the duly au	cknowledgenbebergly thorized CHIEFE	IRES: me this
STATE OF WILLIAMSON	STATE OF TENNESSEE NOTARY PUBLIC SS. MY COMMISSION EXPIR September 9, 2014 cknowledged, before norized	Notary Public Notary Public My commission expires: 9-9-14 RES: Ame this day of June, 2013 by FREST OF FORTIS BUSINESS MEDIA
STATE OF	SS.	
Peterson, the duly authorized Vice P	resident of Northcree	re me this day of June, 2013 by Barry k Management, Inc., manager of NMF GP, L.P., Delaware limited partnership, on behalf
		Notary Public My commission expires:
STATE OF	SS.	
COUNTY OF)		
The foregoing instrument was Peterson, the duly authorized Vice Preliability company.	acknowledged befor esident of Stinger Nor	e me this day of June, 2013 by Barry thereek BLR, LLC, on behalf of the limited
		Notary Public My commission expires:

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COU	NTY OF _		. ;	SS.				
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						No	tary P	ublic
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SCHEDULE A

Patents

None.

SCHEDULE B

Trademarks

See attached.

Trademark	Registration	n Listing
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See attached.

TRADEMARKS

NAME	REGISTRATION NUMBER			
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			
THE HR RED BOOK THEHREDGE	2539690			
TRAINING TODAY	(pending) SN 85602751			

SCHEDULE C

Copyrights

See attached.

Copyright Registration Listing	Cor	ovri	ght	Res	gistr	ation	L	isting
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See attached.

Full Title	Copyright Number TX0006487689	Date Name 2006 Business & Legal Reports, Inc.
10 minute HR trainer, March, 2006 10 minute HR trainer.	TX0006614774	2007 Business & Legal Reports, Inc.
10 minute HR trainer.	TX0006578955	2007 Business & Legal Reports, Inc.
10 minuto HR trainer.	TX0006516440 TX0005474807	2006 Business and Legal Roports, Inc. 2001 Business and Legal Reports, Inc.
10 minute HR trainer. 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 TX0005637718	2002 Business and Legal Reports, Inc. 2002 Business and Legal Reports, Inc.
10-Minute HR Trainer: filing instructions, Sept. 2002 suppl.	TX0005831029	2003 Business and Legal Reports, Inc.
10-Minute HR Trainer : September 2003 suppl. 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. 2009 Business & Legal Reports, Inc.
10-Minute HR Trainer Quarterly Supplement 31507319. 10-Minute HR Trainer Quarterly Supplement 31507332.	TX0007066724 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. 2009 Business & Legal Reports, Inc.
10-Minute HR Trainer Quartorly Supplement.	TX0007136820 TX000732364B	2010 Business & Legal Reports, Inc.
10-Minute HR Trainer Special Supplement 3150731. 10-Minute HR Trainer.	TX0007474947	2011 Business & Legal Reports, Inc.
10-Minute HR Trainer.	TX0007478884	2011 Business & Legal Raports, Inc.
10 Minute HR Trainer.	TX0007483548 TX0006173235	2011 Business & Legal Reports, inc. 2005 Business and Legal Reports, inc.
10-minute HR trainer. 10-minute HR trainer.	TX0006103093	2004 Business and Legal Reports, Inc.
10-minute HR trainer.	TX0006103106	2004 Business and Logal Reports, Inc.
10-mloute HR trainer.	TX0005913053	2003 Business and Legal Reports, Inc. 2002 Business and Legal Reports, Inc.
10-minute HR trainer.	TX0005550447 TX0005580349	2002 Business and Legal Reports, Inc.
10-minute HR trainer. 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 TX0007035062	2007 Business & Legal Reports 2007 Business & Legal Reports
10-Minute HR Trainer, (Published: 2007-09-01. Issue: September 2007] 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 Businoss and Legal Reports, Inc. 2004 Business and Legal Reports, Inc.
2004 survey of executive compensation : special report.	TX0006103461 TX0007263770	2009 Business & Logal Reports
2009 EHS Yellow Pages 10105400 01/2009. 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 Gulde 17104400.	TX0007323612	2010 Business & Legal Reports, Inc. 2001 Business & Legal Reports, Inc.
24/7 & 117 other titles.	V3470D567 TX0005637719	2002 Business and Legal Reports, Inc.
24/7 shiftwork solutions : July 2002 suppl. 24/7 shiftwork solutions.	CSN0136175	2001 Business & Legal Reports, Inc.
24/7 shiftwork solutions.	TX0005550436	2002 Business and Legal Reports, inc. 2002 Business and Legal Reports, inc.
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Preventing Sexual Harassment AB1825

Preventing Sexual Harassment in CA (AB1825) - Spanish

Preventing Sexual Harassment

Safety Regulatory Analysis for Managers

Environmental Regulatory Analysis for Managers

Preventing Sexual Harassment in Maine

Transportation

Sales Training

Safety for Healthcare Workers

CT Sexual Harassment

Video Training Products

ADA Compliance Virtual Summit: Advanced Issues and Challenges for Employers

Employee On-Boarding Virtual Summit: Engage and Energize New Hires from Day One

Employment Law Virtual Crash Course for Supervisors

Executive Summary: Employment Law for the C-Suite

First Line of Defense: Employment Law Training System for Supervisors

Internal Investigations: A Practical Training Course for HR

Stop Sexual Harassment: Interactive Training for California Supervisors - Revised 2nd Edition

Stop Sexual Harassment: Interactive Training for Supervisors (National) - Revised 2nd Edition

Stop Sexual Harassment: Training for Employees 2nd Edition

Super Supervisors: 5 Employment Law Essentials

Talent Management Skills for Supervisors: Master Hiring, Firing, Discipline and Performance Evaluations

The Confident Supervisor DVD Series

Booklets

BLR Social Security 2013

Better Interviews / Better Hires

CA Guide To Preventing Sexual Harassment

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

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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

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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

Varible 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

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SCHEDULE F

Claims or Legal Action

None.

EXHIBIT A

INTELLECTUAL PROPERTY SECURITY AGREEMENT SUPPLEMENT

THIS INTELLECTUAL PROPERTY	SECURITY A	GREEMENT	SUPPLEME	NT (this
"Supplement") dated as of	, 20, is mad	le by and between	en FBM HOI	LDINGS
LLC, a Delaware limited liability company and FO	ORTIS BUSINI	ESS MEDIA LI	.C , a Delawar	e limited
liability company and wholly-owned subsidiary of	f FBM Holdings	LLC (collective	ely, the "Debte	or"), and
NORTHCREEK MEZZANINE FUND I, L.P.	, a Delaware li	mited partnersh	ip ("Northcree	ek") and
STINGER NORTHCREEK BLR, LLC, a Delay	ware limited lial	bility company ("Stinger" and	together
with Northcreek, each a "Secured Party" and collect	ctively the "Secu	ired Parties") no	ow or hereafter	r party to
the Note Purchase Agreement dated as of June 12,	2013, among De	ebtor and Secure	d Parties (as fi	rom time
to time amended, modified, supplemented, restat	ted, amended ar	nd restated, sub	stituted, refina	anced or
replaced, the "Loan Agreement"). All capitalized	terms used but i	not otherwise de	fined herein sl	hall have
the respective meanings assigned thereto in the	Intellectual Proj	perty Security A	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 <u>Schedules I, II, III, IV and V</u> 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.

	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:	
[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

TRADEMARK REEL: 005054 FRAME: 0080

RECORDED: 06/21/2013