

TRADEMARK ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

ETAS ID: TM437002

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	Confirmation of Intellectual Property Security Agreement

CONVEYING PARTY DATA

Name	Formerly	Execution Date	Entity Type
Global Employment Solutions, Inc.		07/27/2017	Corporation: COLORADO
Friendly Advanced Software Technology, Inc.		07/27/2017	Corporation: NEW YORK

RECEIVING PARTY DATA

Name:	PNC Bank, National Association, as Revolving Agent
Street Address:	500 First Ave
City:	Pittsburgh
State/Country:	PENNSYLVANIA
Postal Code:	15219
Entity Type:	National Banking Association: UNITED STATES
Name:	Kayne Senior Credit III Loanco, LLC, as Administrative Agent and as Collateral Agent
Street Address:	655 Madison Avenue, 18th Floor
City:	New York
State/Country:	NEW YORK
Postal Code:	10065
Entity Type:	Limited Liability Company: DELAWARE

PROPERTY NUMBERS Total: 7

Property Type	Number	Word Mark
Registration Number:	4711663	FAHRENHEIT IT
Registration Number:	2566696	GLOBAL EMPLOYMENT SOLUTIONS
Registration Number:	4361267	LOCAL INTELLIGENCE. GLOBAL ADVANTAGE.
Registration Number:	1984631	
Registration Number:	1531181	EXCELLENCE AT WORK
Registration Number:	4699767	F
Registration Number:	4699766	FAHRENHEIT

CORRESPONDENCE DATA

Fax Number: 3128637806

*Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent***TRADEMARK**

using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.

Phone: 312-863-7198
Email: nancy.brougher@goldbergkohn.com
Correspondent Name: Nancy Brougher, Paralegal
Address Line 1: Goldberg Kohn Ltd.
Address Line 2: 55 East Monroe Street, Suite 3300
Address Line 4: Chicago, ILLINOIS 60603

ATTORNEY DOCKET NUMBER: 7023.035

NAME OF SUBMITTER: Nancy Brougher

SIGNATURE: /njb/

DATE SIGNED: 07/28/2017

Total Attachments: 19

source=Confirmation of Intellectual Property Security Agreement#page1.tif
source=Confirmation of Intellectual Property Security Agreement#page2.tif
source=Confirmation of Intellectual Property Security Agreement#page3.tif
source=Confirmation of Intellectual Property Security Agreement#page4.tif
source=Confirmation of Intellectual Property Security Agreement#page5.tif
source=Confirmation of Intellectual Property Security Agreement#page6.tif
source=Confirmation of Intellectual Property Security Agreement#page7.tif
source=Confirmation of Intellectual Property Security Agreement#page8.tif
source=Confirmation of Intellectual Property Security Agreement#page9.tif
source=Confirmation of Intellectual Property Security Agreement#page10.tif
source=Confirmation of Intellectual Property Security Agreement#page11.tif
source=Confirmation of Intellectual Property Security Agreement#page12.tif
source=Confirmation of Intellectual Property Security Agreement#page13.tif
source=Confirmation of Intellectual Property Security Agreement#page14.tif
source=Confirmation of Intellectual Property Security Agreement#page15.tif
source=Confirmation of Intellectual Property Security Agreement#page16.tif
source=Confirmation of Intellectual Property Security Agreement#page17.tif
source=Confirmation of Intellectual Property Security Agreement#page18.tif
source=Confirmation of Intellectual Property Security Agreement#page19.tif

PNC Bank, National Association
100 Summer Street, Suite 1001
Boston, MA 02110

July 27, 2017

Global Employment Solutions, Inc.
Friendly Advanced Software Technology, Inc.
10375 Park Meadow Drive, Suite 475
Littletown, CO 80124

Ladies and Gentlemen:

Reference is made to that certain Intellectual Property Security Agreement dated as of March 25, 2014 (the "Original IP Security Agreement") executed by each of you in favor of PNC Bank, National Association, as agent and that Certain Confirmation of Intellectual Property Security Agreement dated as of June 26, 2015, executed by you in favor of PNC Bank, National Association, as agent (the "IP Security Agreement Confirmation" and together with the Original IP Security Agreement, the "IP Security Agreement"). Terms that are capitalized herein and not otherwise defined shall have the meanings ascribed to such terms in the IP Security Agreement.

By your signature below, you hereby confirm your acknowledgement of and agreement with the following:

1. Kayne Senior Credit III Loanco, LLC, as Administrative Agent and as Collateral Agent (the "Administrative Agent"), PNC Bank, National Association, as Revolving Agent (the "Revolving Agent"), the Lenders, the existing Borrowers, GES Holdings, Inc., Global Employment Holdings, Inc., as Guarantor, GES Parent Holdings, Inc. and GES Super Parent Holdings, LLC are amending and restating the Credit Agreement pursuant to a Second Amended and Restated Revolving Credit, Term Loan and Security Agreement dated as of the date hereof (the "Second Amended and Restated Credit Agreement"), pursuant to which, among other things, each of Highlands Ventures LLC, a Delaware limited liability company ("HV"), Highlands Ventures Holdings LLC, a Delaware limited liability company ("HVH"), HG Atlanta Consulting, LLC, a Michigan limited liability company ("HGAtlanta"), HG Chicago Consulting, LLC, an Illinois limited liability company ("HGChicago"), HG Dallas Consulting, LLC, a Michigan limited liability company ("HGDallas"), HG Detroit Consulting, LLC, a Michigan limited liability company ("HGDetroit") and Geneva Technical Services, L.L.C., an Illinois limited liability company ("GTS" and together with HV, HVH, HGAtlanta, HGChicago, HGDallas and HGDetroit, collectively the "Targets") shall become a party to and a Borrower under the Second Amended and Restated Credit Agreement.

2. With respect to the IP Security Agreement: (a) the term "Borrower" or "borrower" shall include each Target and the term "Borrowers" or "borrowers" shall include all of the Targets, (b) the term "Credit Agreement" shall be deemed to mean the Second Amended and Restated Credit Agreement, as the same may be amended, modified, supplemented, restated or amended and restated, (c) the term "Obligations" shall have the meaning ascribed to such term in the Second Amended and Restated Credit Agreement, (d)

the term "Agent" shall mean the Administrative Agent and the Revolving Agent and (e) the IP Security Agreement continues to be in full force and effect and is enforceable in accordance with its terms.

3. Schedule I attached hereto amends and restates Schedule I to the Original IP Security Agreement.

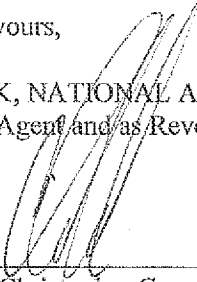
4. Except to the extent set forth herein, no other change in any of the terms or conditions contained in the IP Security Agreement is intended or implied.

If the foregoing is in accordance with your understanding, kindly sign in the space below to so indicate

[the remainder of this page has been left intentionally blank]

Very truly yours,

PNC BANK, NATIONAL ASSOCIATION, as
Revolving Agent and as Revolving Lender

By:  _____

Name: Christopher Gauch
Title: Senior Vice President

KAYNE SENIOR CREDIT III LOANCO, LLC,
as Administrative Agent and as Collateral Agent

By: _____

Name:
Title:

Very truly yours,

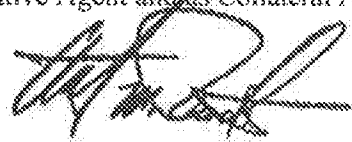
PNC BANK, NATIONAL ASSOCIATION, as
Revolving Agent and as Revolving Lender

By: _____

Name: Christopher Gauch

Title: Vice President

KAYNE SENIOR CREDIT III LOANCO, LLC,
as Administrative Agent and as Collateral Agent



By: _____

Name: Albert Ricchio

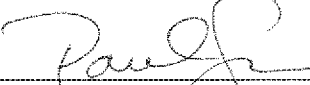
Title: Authorized Signatory

Read and Agreed to:

GLOBAL EMPLOYMENT SOLUTIONS, INC.

By: 
Name: Paul Seymour
Title: Chief Executive Officer

FRIENDLY ADVANCED SOFTWARE
TECHNOLOGY, INC.

By: 
Name: Paul Seymour
Title: Chief Executive Officer

[Signature Page to Confirmation of IP Security Agreement]

TRADEMARK
REEL: 006116 FRAME: 0942


Schedule 1
to
Intellectual Property Security Agreement

Patents, Trademarks, and Copyrights

1. Grantors' U.S. recorded patents and patent applications:

None.

2. Grantors' U.S. recorded trademarks:

<u>Mark</u>	<u>Registration No.</u>	<u>Registration or Filing Date</u>	<u>Owner</u>
FAHRENHEIT IT	4711663	March 31, 2015	Global Employment Solutions
GLOBAL EMPLOYMENT SOLUTIONS	2,566,696	May 7, 2002	Global Employment Solutions, Inc.
LOCAL INTELLIGENCE. GLOBAL ADVANTAGE.	4361267	July 2, 2013	Global Employment Solutions, Inc.
	1,984,631	July 2, 1996	Friendly Advanced Software Technology, Inc.
EXCELLENCE AT WORK	1,531,181	March 21, 1989	Friendly Advanced Software Technology, Inc.
F	4699767	03/10/15	Global Employment Solutions, Inc.
FAHRENHEIT	4699766	03/10/15	Global Employment Solutions, Inc.

3. Grantors' U.S. recorded copyrights:

None

INTELLECTUAL PROPERTY SECURITY AGREEMENT

This INTELLECTUAL PROPERTY SECURITY AGREEMENT (this "Agreement"), dated as of March 25, 2014, is made by GLOBAL EMPLOYMENT SOLUTIONS, INC., a corporation organized under the laws of the State of Colorado ("GES") and FRIENDLY ADVANCED SOFTWARE TECHNOLOGY, INC., a corporation organized under the laws of the State of New York ("Friendly," and together with GES, collectively, the "Grantors", and each a "Grantor"), each with an address at 10375 Park Meadows Drive, Suite 375, Littleton, Colorado 80124, in favor of PNC BANK, NATIONAL ASSOCIATION, a national banking association with an address at 340 Madison Avenue, 11th Floor, New York, New York 10173, in its capacity as "Agent" under the Credit Agreement referenced below (together with its successors and assigns in such capacity, including any replacement or successor "Agent" appointed under the Credit Agreement, the "Agent").

WITNESSETH:

WHEREAS, pursuant to that certain Revolving Credit, Term Loan and Security Agreement, dated as of the date hereof (as it may be amended, modified, supplemented, restated or replaced from time to time, the "Credit Agreement"; capitalized terms used herein but not otherwise defined herein shall have the respective meanings given thereto in the Credit Agreement) among Grantors, each other Person joined thereto as a borrower or guarantor from time to time, the various financial institutions named therein or which hereafter become a party thereto as lenders (collectively, the "Lenders"), and Agent, Agent and Lenders have made and/or will in the future make certain extensions of credit to the Grantors upon the terms and subject to the conditions set forth therein;

WHEREAS, pursuant to such Credit Agreement, Grantors have granted to Agent, for its own benefit and for the ratable benefit of Agent, Issuer, Lenders and each other Secured Party, security interests in and to and Liens on substantially all of each Grantor's assets, including without limitation all of each Grantor's Intellectual Property and specifically including all of each Grantor's registered United States patents, trademarks and copyrights and all of each Grantor's filed United States patent applications, trademark applications and copyright applications, all whether now owned or hereafter created, arising and/or acquired (collectively, the "US Registered Intellectual Property"), except certain Excluded Property; and

WHEREAS, Grantors have agreed to execute and deliver this Agreement and to have a copy of this Agreement filed with the United States Patent and Trademark Office and/or the United States Copyright Office (as applicable) in order to perfect and/or protect all of Agent's Liens in the US Registered Intellectual Property.

NOW, THEREFORE, in consideration of the premises and mutual covenants and agreements provided for herein and in the Credit Agreement, and for other good and valuable considerations, the receipt and sufficiency of which are hereby acknowledged by each party hereto, and intending to be legally bound, the parties hereto agree as follows:

Section 1. Grant of Security Interest in Intellectual Property Collateral. Without limiting any other grant of Lien by any Grantor in any Collateral under the Credit Agreement or any Other Document, to secure the prompt payment and performance of all Obligations to Agent, Issuer, Lenders and each other Secured Party, each Grantor hereby assigns, pledges and grants to Agent, for its benefit and for the ratable benefit of Issuer, Lenders and each other Secured Party, a continuing security interest in and to and Lien on all of such Grantor's right, title and interest in, to and under the following Collateral of Grantor, all whether now owned and/or existing or hereafter created, arising and/or acquired (the "Intellectual Property Collateral"); provided that, the Intellectual Property Collateral shall not include

any Excluded Property, including any intent-to-use trademark applications until such time, if any, as a statement of use is filed and accepted by the U.S. Patent and Trademark Office, at which time such trademark or service mark shall cease to be Excluded Property):

(a) all of its registered United States copyrights and filed United States copyright applications, including, without limitation, those referred to on Schedule 1 hereto or on any Schedule to any Supplement (as defined below) delivered hereafter, together with all renewals, reversions and extensions of the foregoing;

(b) all of its registered United States trademarks and filed United States trademark applications, including, without limitation, those referred to on Schedule 1 hereto or on any Schedule to any Supplement delivered hereafter, together with all renewals, reversions and extensions of the foregoing;

(c) all goodwill of the business connected with the use of, and symbolized by, each such trademark and trademark application covered by (b) above;

(d) all of its registered/issued United States patents and filed United States patent applications, without limitation, those referred to on Schedule 1 hereto or on any Schedule to any Supplement delivered hereafter, together with all reissues, reexaminations, continuations, continuations-in-part, divisionals, renewals and extensions of the foregoing;

(e) all applications, registrations, claims, awards, judgments, amendments, improvements and insurance claims related thereto now or hereafter owned or licensed by any Grantor, or any claims for damages by way of any past, present, or future infringement of any of the foregoing, together with all accessions and additions thereto and proceeds thereof (including, without limitation, any proceeds resulting under insurance policies); provided, further, that the Intellectual Property Collateral shall include, without limitation, all cash, royalty fees, other proceeds, Receivables, accounts and general intangibles that consist of rights of payment to or on behalf of any Grantor or proceeds from the sale, licensing or other disposition of all or any part of, or rights in, the Intellectual Property Collateral by or on behalf of any Grantor; and

(f) all income, royalties, proceeds and liabilities at any time due or payable or asserted under and with respect to any of the foregoing, including, without limitation, all rights to sue and recover at law or in equity for any past, present and future infringement, misappropriation, dilution, violation or other impairment thereof

which such continuing security interest in and Lien upon the Intellectual Property Collateral, and this Agreement, shall continue in full force and effect to secure each of the Obligations until such time as the Obligations are indefeasibly paid in full and the obligations of Agents and Lenders to make extensions of credit to any Grantor under the Credit Agreement or any Other Document is terminated.

Section 2. Credit Agreement. The security interest granted pursuant to this Agreement is granted in conjunction with, and in no way limits, the security interests granted to the Agent pursuant to the Credit Agreement, and Grantors hereby acknowledge and agree that the rights and remedies of the Agent with respect to the security interests and Liens in the Intellectual Property Collateral made and granted hereby are more fully set forth in the Credit Agreement, the terms and provisions of which are incorporated by reference herein as if fully set forth herein. In the event of any conflict between any provision of this Agreement and any provision of the Credit Agreement, the Credit Agreement shall govern.

Section 3. Registration/Filing. This Agreement is intended by the parties to be filed, and Grantors hereby authorize Agent to file and record a copy of this Agreement, with the United States Patent and Trademark Office or United States Copyright Office, as applicable.

Section 4. Grantor Remains Liable. Grantor hereby agrees that, anything herein to the contrary notwithstanding, Grantor shall retain full and complete responsibility for the prosecution, defense, enforcement or any other necessary or desirable actions in connection with their Intellectual Property subject to a security interest hereunder.

Section 5. Agreement to Deliver Supplements. Each Grantor hereby covenants and agrees that promptly upon the acquisition by Grantor of any new US Registered Intellectual Property Collateral (excluding any registration or issuance of any United States patent, trademark or copyright arising out of any filed United States patent application, trademark application or copyright application previously listed on Schedule I hereto or the Schedule to any other Supplement previously delivered to Agent in accordance with this paragraph), Grantors shall, concurrently with the next scheduled delivery of a Compliance Certificate under Section 9.7 or 9.8 of the Credit Agreement following acquisition of such new US Registered Intellectual Property, deliver to Agent a duly executed Supplement to this Agreement in the form of Exhibit A hereto, listing all such newly acquired US Registered Intellectual Property on Schedule I thereto, pursuant to which Grantors shall reconfirm the grant of a security interest in such newly acquired US Registered Intellectual Property Collateral to Agent, for its benefit and for the ratable benefit of each Agent, Issuer, Lenders and each other Secured Party, to secure the Obligations. Each such Supplement is intended by the parties to be filed, and Grantors hereby authorize Agent to file and record a copy of each such Supplement, with the United States Patent and Trademark Office and/or United States Copyright Office, as applicable. Regardless of whether any Supplement is delivered by Grantors, and without limiting the generality of the provisions of Section I hereof above, Grantors hereby confirm and agree that any and all such after-acquired US Registered Intellectual Property Collateral, and all Intellectual Property Collateral relating thereto, shall immediately and automatically upon any Grantor's acquisition of any right, title and interest therein become part of the Intellectual Property Collateral hereunder. In the event that any Grantor acquires any such new US Registered Intellectual Property but Grantors fail for whatever reason to promptly deliver a Supplement pursuant to this Section 5, Grantors hereby authorize Agent, acting under its Power of Attorney granted pursuant to Section 8 below, to at any time thereafter execute in the name of each Grantor an applicable Supplement with respect to such newly acquired US Registered Intellectual Property, arising and/or acquired and to file the same with the United States Patent and Trademark Office and/or United States Copyright Office, as applicable.

Section 6. Representation and Warranties. Grantors hereby represent and warrant to Agent and to the Lenders that Schedule I sets forth a full, complete and correct list of all U.S. Registered Intellectual Property Collateral owned by Grantors as of the date hereof.

Section 7. Events of Default and Remedies. The occurrence of any Event of Default under the Credit Agreement shall constitute an "Event of Default" under this Agreement. Upon the occurrence of such Event of Default that is continuing, Agent, in addition to all other rights, options, and remedies granted to Agent under the Credit Agreement or any Other Document, or otherwise available to Agent at law or in equity, may exercise, either directly or through one or more assignees or designees, with respect to the Intellectual Property Collateral all rights and remedies granted to it as a secured creditor under the Uniform Commercial Code.

Section 8. Power of Attorney. Without limiting the generality of any power of attorney granted to Agent under the Credit Agreement or any Other Document, each Grantor hereby authorizes Agent, its successors and assigns, and any officer, employee, attorney or agent thereof, as such Grantor's true and lawful attorney-in-fact, with the power, upon written notice to such Grantor (i) to execute and

endorse on behalf of and in the name of such Grantor any Supplement to this Agreement or other security agreement or similar document or instrument which Agent may deem necessary or desirable in order to create, protect, perfect or enforce the security interest in the Intellectual Property Collateral provided for herein and in each case to file or record any such Supplement or other security agreement or similar document or instrument with the United States Patent and Trademark Office and/or the United States Copyright Officer, as applicable, in the name of and on behalf of such Grantor and (ii) after the occurrence and during the continuance of an Event of Default as defined in Section 7 of this Agreement above, to execute and endorse on behalf of and in the name of such Grantor any assignment, bill of sale or similar document or instrument which Agent may deem necessary or desirable in order for Agent to assign, pledge, convey or otherwise sell, transfer title in or dispose of the Intellectual Property Collateral, and in each case to file or record with the United States Patent and Trademark Office and/or the United States Copyright Officer, as applicable, in the name of and on behalf of such Grantor any such assignment or bill of sale or other document executed by Agent, its successors and assigns, and any officer, employee, attorney or Agent thereof under this power of attorney. Each Grantor hereby unconditionally ratifies all that any person authorized under this power of attorney shall lawfully do or cause to be done by virtue hereof and in accordance with the terms hereof and of the Credit Agreement and the Other Documents. This power of attorney is coupled with an interest and is and shall be irrevocable

Section 9. Counterparts. This Agreement may be executed in counterparts, each of which shall constitute an original, but all of which when taken together shall constitute a single contract. Any signature delivered by a party by facsimile or electronic transmission (including email transmission of a PDF copy) shall be deemed to be an original signature hereto.

Section 10. Governing Law. This Agreement, and all matters relating hereto or thereto or arising herefrom or therefrom (whether arising under contract law, tort law or otherwise) shall, in accordance with Section 5-1401 of the General Obligations Law of the State of New York, be governed by and construed in accordance with the laws of the State of New York. Without limiting the generality of the general incorporation of the Credit Agreement herein provided for above, the provisions of Section 16.1 of the Credit Agreement (agreements regarding consents to and waivers regarding jurisdiction and venue), Section 16.5 of the Credit Agreement (indemnities by Grantors), Section 16.6 of the Credit Agreement (notices), Section 16.7 of the Credit Agreement (survival of certain provisions), Section 16.9 of the Credit Agreement (expenses), Section 16.10 of the Credit Agreement (injunctive relief) and Article XII of the Credit Agreement (certain waivers including waivers of the rights of jury trial) are hereby specifically incorporated by reference. If any part of this Agreement is contrary to, prohibited by, or deemed invalid under Applicable Laws or regulations, such provision shall be inapplicable and deemed omitted to the extent so contrary, prohibited or invalid, but the remainder hereof shall not be invalidated thereby and shall be given effect so far as possible. This Agreement shall be binding upon and inure to the benefit of Grantors and Agent, and their respective successors and assigns, except that no Grantor may assign or transfer any of its rights or obligations under this Agreement without the prior written consent of Agent and each Lender.

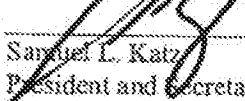
Section 11. Releases. The provisions of Section 16.18 (*Release of Collateral and Guarantee Obligations*) of the Credit Agreement are incorporated herein by reference with regard to the Intellectual Property Collateral.

[Signature Pages Follow]

In witness whereof, Grantors have caused this Intellectual Property Security Agreement to be executed and delivered by their duly authorized officer as of the date first set forth above.

GRANTORS:

GLOBAL EMPLOYMENT SOLUTIONS, INC.
FRIENDLY ADVANCED SOFTWARE
TECHNOLOGY, INC.

By:  _____
Samuel L. Katz
President and Secretary

ACCEPTED AND AGREED
as of the date first above written:

PNC BANK, NATIONAL ASSOCIATION.

By: _____
George W.D. Barrow
Senior Vice President

[Signature Page to Intellectual Property Security Agreement]

In witness whereof, Grantors have caused this Intellectual Property Security Agreement to be executed and delivered by their duly authorized officer as of the date first set forth above.

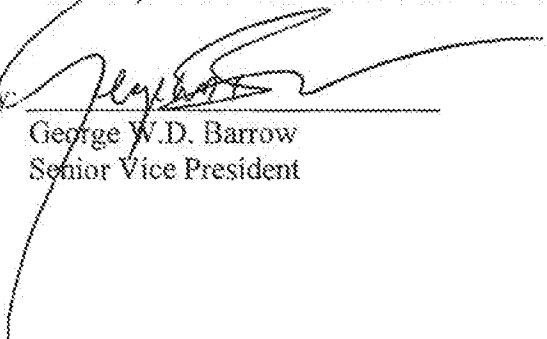
GRANTORS:

**GLOBAL EMPLOYMENT SOLUTIONS, INC.
FRIENDLY ADVANCED SOFTWARE
TECHNOLOGY, INC.**

By: _____
Samuel L. Katz
President and Secretary

ACCEPTED AND AGREED
as of the date first above written:

PNC BANK, NATIONAL ASSOCIATION.

By: 


George W.D. Barrow
Senior Vice President

[Signature Page to Intellectual Property Security Agreement]

Acknowledgment of Grantors

STATE OF New York
COUNTY OF New York) ss

On this 29th day of Mar, 2014 before me personally appeared Samuel L. Katz, proved to me on the basis of satisfactory evidence to be the person who executed the foregoing instrument on behalf of GLOBAL EMPLOYMENT SOLUTIONS, INC. AND FRIENDLY ADVANCED SOFTWARE TECHNOLOGY, INC., who being by me duly sworn did depose and say that he is an authorized officer of each corporation, that the said instrument was signed on behalf of each corporation as authorized by its Board of Directors and that he acknowledged said instrument to be the free act and deed of each corporation.



Notary Public

SANDRA GONZALEZ
Notary Public, State of New York
No. 01G05015139
Qualified in Queens County
Commission Expires July 12, 2015

[Acknowledgment to Intellectual Property Security Agreement]


Schedule 1
to
Intellectual Property Security Agreement

PATENTS, TRADEMARKS, AND COPYRIGHTS

1. Grantors' U.S. recorded patents and patent applications:

None.

2. Grantors' U.S. recorded trademarks:

<u>Mark</u>	<u>Registration No.</u>	<u>Registration or Filing Date</u>	<u>Owner</u>
GLOBAL EMPLOYMENT SOLUTIONS	2,566,696	May 7, 2002	Global Employment Solutions, Inc.
LOCAL INTELLIGENCE. GLOBAL ADVANTAGE.	4361267	July 2, 2013	Global Employment Solutions, Inc.
CAREER BLAZERS	1,087,452	March 14, 1978	Friendly Advanced Software Technology, Inc.
CAREER BLAZERS	1,810,189	December 7, 1993	Friendly Advanced Software Technology, Inc.
	1,984,631	July 2, 1996	Friendly Advanced Software Technology, Inc.
EXCELLENCE AT WORK	1,531,181	March 21, 1989	Friendly Advanced

Software
Technology,
Inc.

3. Grantors' U.S. recorded copyrights:

None.

EXHIBIT A

SUPPLEMENT TO INTELLECTUAL PROPERTY SECURITY AGREEMENT

THIS SUPPLEMENT TO INTELLECTUAL PROPERTY SECURITY AGREEMENT (the "Supplement") made as of this ___ day of _____, by GLOBAL EMPLOYMENT SOLUTIONS, INC., a corporation organized under the laws of the State of Colorado ("GES") and FRIENDLY ADVANCED SOFTWARE TECHNOLOGY, INC., a corporation organized under the laws of the State of New York ("Friendly," and together with GES, collectively, the "Grantors", and each a "Grantor"), each with an address at [_____], in favor of PNC BANK, NATIONAL ASSOCIATION, a national banking association with an address at 340 Madison Avenue, 11th Floor, New York, New York 10173, in its capacity as "Agent" under the Credit Agreement referenced below (together with its successors and assigns in such capacity, including any replacement or successor "Agent" appointed under the Credit Agreement, "Agent");

WITNESSETH

WHEREAS, Grantors and Agent are parties to a certain Intellectual Property Security Agreement dated as of March 25, 2014 (as the same heretofore may have been and hereafter may be amended, restated, supplemented or otherwise modified from time to time, the "IP Agreement"). Capitalized terms used herein but not otherwise defined herein shall have the meanings given thereto in the IP Agreement;

WHEREAS, pursuant to the terms of the IP Agreement, to secure the prompt payment and performance of all Obligations to each Agent, Issuer, Lenders and each other Secured Party, Grantors have assigned, pledged and granted to Agent, for its benefit and for the ratable benefit of each Agent, Issuer, Lenders and each other Secured Party, a continuing security interest in and to and Lien on all of such Grantor's right, title and interest in, to and under the Intellectual Property Collateral of each Grantor, all whether now owned or hereafter created, arising and/or acquired; and

WHEREAS, also pursuant to the IP Agreement, Grantors have agreed that upon the acquisition by Grantor of any new US Registered Intellectual Property, Grantor shall deliver to Agent a Supplement to the IP Agreement in the form of Exhibit A to such IP Agreement pursuant to which Grantors shall reconfirm the grant by them of a security interest in all such newly acquired US Registered Intellectual Property, which such Supplement is intended by the parties thereto to be filed with the United States Patent and Trademark Office and/or United States Copyright Office, as applicable.

NOW, THEREFORE, in consideration of the premises set forth herein and for other good and valuable consideration, receipt and sufficiency of which are hereby acknowledged by each party hereto, and intending to be legally bound, and with the foregoing background and recitals incorporated by reference, Grantors agree as follows:

1. Grant and Reaffirmation of Grant of Security Interests. Without limiting any other grant of Lien by any Grantor in any Collateral under the Credit Agreement or any Other Document, to secure the prompt payment and performance of all Obligations to Agent, Issuer, Lenders and each other Secured Party, each Grantor hereby assigns, pledges and grants to Agent, for its benefit and for the ratable benefit of Issuer, Lenders and each other Secured Party, a continuing security interest in and to and Lien on all of such Grantor's right, title and interest in, to and under the following Collateral of Grantor, all whether now owned or hereafter created, arising and/or acquired (excluding Excluded Property):

(a) the newly acquired US Registered Intellectual Property listed on Schedule I to this Supplement (together with all reissues, reexaminations, continuations, continuations-in-part, divisionals, renewals and extensions of the foregoing);

(b) all goodwill of the business connected with the use of, and symbolized by, any trademark and trademark application covered by (a) above; and

(c) all other property otherwise constituting Intellectual Property Collateral relating to the foregoing.

Grantors agree that all such newly acquired Intellectual Property Collateral described above shall be included in and be part of the Intellectual Property Collateral under and subject to all of the terms and provisions of the IP Agreement. Grantors hereby authorize Agent to file and record a copy of this Supplement with the United States Patent and Trademark Office and/or United States Copyright Office, as applicable

2. Representations and Warranties. Each Grantor hereby represents and warrants to Agent and to the Lenders that Schedule I hereto sets forth a full, complete and correct list of all Registered Intellectual Property Collateral owned by such Grantor as of the date hereof not listed on Schedule I to the original IP Agreement or any Schedule to any other Supplement to the original IP Agreement delivered by such Grantor since the date thereof.

3. Incorporation of the IP Agreement. The terms and provisions of the IP Agreement are hereby incorporated by reference and this Supplement shall be considered an amendment and supplement to and part of the IP Agreement, all of the provisions of which IP Agreement are and remain in full force and effect.

[Signatures on Following Page]
[Remainder of Page Left Intentionally Blank]

IN WITNESS WHEREOF, Grantors have duly executed this Supplement to the IP Security Agreement as of the date first written above.

GRANTORS:

GLOBAL EMPLOYMENT SOLUTIONS, INC.
FRIENDLY ADVANCED SOFTWARE
TECHNOLOGY, INC.

By: _____
Name: _____
Title: _____

ACCEPTED AND AGREED
as of the date first above written:

PNC BANK, NATIONAL ASSOCIATION.

By: _____
Name: _____
Title: _____

[Signature Page to IP Security Agreement -- Supplement Date _____]

SCHEDULE I TO SUPPLEMENT TO TRADEMARK SECURITY AGREEMENT
DATED _____