To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

J. Timothy Hobbs Name of Person Signing

Total number of pages comprising cover sheet

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AGREEMENT AND PLAN OF MERGER

THIS AGREEMENT AND PLAN OF MERGER (the "Plan"), effective as of January 1, 2000, is entered into by and among Transamerica Intellitech, Inc., a Delaware corporation ("Intellitech" or the "Surviving Corporation"), and Realist, Inc., a Pennsylvania corporation ("Realist").

WITNESSETH:

WHEREAS, Realist is a corporation duly organized and existing under the laws of the Commonwealth of Pennsylvania and, as of the date hereof, the authorized capital stock of Realist consists of 3,040 shares of preferred stock, par value \$100.00 per share (the "Preferred Stock"), 1,380 shares of Class A voting common stock, par value \$1.00 per share (the "Class A Common Stock"), and 2,520 shares of Class B nonvoting common stock, par value \$1.00 per share (the "Class B Common Stock") (collectively, the "Realist Stock"), of which 978 shares of the Class A Common Stock are issued and outstanding, 1,734 shares of the Class B Common Stock are issued and outstanding;

WHEREAS, Intellitech owns all of the outstanding shares of Realist stock; and

WHEREAS, this Agreement and Plan of Merger was adopted as of January 1, 2000 by unanimous written consent of the members of the Board of Directors of Intellitech for the purpose of merging Realist, its wholly owned subsidiary corporation, into Intellitech.

NOW, THEREFORE, in consideration of the premises and the mutual covenants and agreements herein contained, the parties hereto mutually agree as follows:

ARTICLE I

Merger: Upon the terms and subject to the conditions set forth herein, Realist shall be merged with and into Intellitech (the "Merger"). The Merger will be effected by the filing of Articles of Merger relating to the Merger with the Secretary of the Commonwealth of Pennsylvania in accordance with the provisions of Section 1921 of the Business Corporation Law of the Commonwealth of Pennsylvania (the "Pennsylvania BCL") and a Certificate of Merger relating to the Merger with the Secretary of State of Delaware in accordance with the provisions of Section 253 of the General Corporation Law of the State of Delaware (the "Delaware GCL"). The "Effective Date" of the Merger shall be the date of filing of the later of such Articles or Certificate of Merger. The effect of the Merger shall be as provided in the Delaware GCL and the Pennsylvania BCL. The separate corporate existence of Realist shall cease upon the Effective Date and Intellitech, as the Surviving Corporation, shall thereafter, without further action, possess

all of the rights, privileges, immunities, franchises and property and be subject to all of the restrictions, debts, liabilities and duties of Realist.

ARTICLE II

- 2.1 <u>Certificate of Incorporation of Surviving Corporation</u>: From and after the Effective Date, and until further amended in accordance with the Delaware GCL, the Certificate of Incorporation of Intellitech shall be the Certificate of Incorporation of the Surviving Corporation.
- 2.2 <u>Bylaws of Surviving Corporation</u>: The Bylaws of Intellitech, as in effect immediately prior to the Effective Date, shall be the Bylaws of the Surviving Corporation until duly amended in accordance with such Bylaws and applicable law.
- 2.3 Officers and Directors of Surviving Corporation: The officers of Intellitech immediately prior to the Effective Date shall, after the Effective Date, be the officers of the Surviving Corporation and the directors of Intellitech shall, after the Effective Date, be the directors of the Surviving Corporation, in each case until their respective successors are duly appointed or elected and qualified, or until their earlier death, resignation or removal.

ARTICLE III

- 3.1 <u>Effect on the Realist Stock</u>: None of the issued shares of Realist Stock shall be converted in any manner, but each said share which is issued and outstanding immediately prior to the Effective Date and any shares of Realist Stock held as treasury stock shall be canceled and extinguished without any action by the holder thereof.
- 3.2 <u>Effect on Intellitech Stock</u>: Each share of common stock of Intellitech issued and outstanding immediately prior to the Effective Date shall remain an issued and outstanding share of common stock of the Surviving Corporation and shall not be affected by the Merger.

ARTICLE IV

- 4.1 <u>Amendment: Counterparts</u>: This Merger Agreement may only be amended, modified or supplemented in accordance with applicable law. This Merger Agreement may be executed in any number of counterparts.
- 4.2 <u>Governing Law</u>: This Merger Agreement is made and executed pursuant to the provisions of the Delaware GCL and the Pennsylvania BCL.
- 4.3 Authority to Act: The Board of Directors and the proper officers of Realist and of Intellitech, respectively, are hereby authorized, empowered, and directed to do any and all acts and things, and to make, execute, deliver, file, and/or record any and all instruments, papers, and documents which shall be or become necessary, proper, or convenient to carry out or put into

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effect any of the provisions of this Agreement and Plan of Merger or of the merger herein provided for.

IN WITNESS WHEREOF, the parties hereto have caused this Merger Agreement to be executed in their respective corporate names by their respective officers thereunto duly authorized effective as of the day, month and year first above written.

	TRANSAMERICA INTELLITECH, INC., a Delaware corporation
	By: Russell T. Charlton Chief Executive Officer
	REALIST, INC., a Pennsylvania corporation
	By: Jonathan Green Executive Vice President
Secretary's Certification	
The undersigned, in my capacity as Secretary of Transamerica Intellitech, Inc., hereby certifies that this Agreement and Plan of Merger has been adopted by the board of directors of Transamerica Intellitech, Inc. without a vote of stockholders pursuant to Section 251(f) of the Delaware BCL and that the conditions specified in such subsection have been satisfied.	
	TRANSAMERICA INTELLITECH, INC.
	By: Gail M. Kane Secretary
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IN WITNESS WHEREOF, the parties hereto have caused this Merger Agreement to be executed in their respective corporate names by their respective officers thereunto duly authorized effective as of the day, month and year first above written.

TRANSAMERICA INTELLITECH, INC., a Delaware corporation Russell T. Charlton Chief Executive Officer REALIST, INC., a Pennsylvania corporation Executive Vice President

Secretary's Certification

The undersigned, in my capacity as Secretary of Transamerica Intellitech, Inc., hereby certifies that this Agreement and Plan of Merger has been adopted by the board of directors of Transamerica Intellitech, Inc. without a vote of stockholders pursuant to Section 251(f) of the Delaware BCL and that the conditions specified in such subsection have been satisfied.

TRANSAMERICA INTELLITECH, INC.

By:______ Gail M. Kane Secretary

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IN WITNESS WHEREOF, the parties hereto have caused this Merger Agreement to be executed in their respective corporate names by their respective officers thereunto duly authorized effective as of the day, month and year first above written.

By:

Russell T. Charlton
Chief Executive Officer

REALIST, INC., a Pennsylvania corporation

By:

Jonathan Green
Executive Vice President

Secretary's Certification

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TRANSAMERICA INTELLITECH, INC.

Gail M. Kane

Secretary

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RECORDED: 03/30/2000