

04-22-2002



102062728

TO: The Commissioner of Patents and Trademarks: Please record the attached original document(s) or copy(ies).

Submission Type

New 4-10-02

Resubmission (Non-Recordation)  
Document ID#

Correction of PTO Error  
Reel #  Frame #

Corrective Document  
Reel #  Frame #

Conveyance Type

Assignment  License

Security  Nunc Pro Tunc Assignment

Merger

Change of Name

Other

Effective Date  
Month Day Year

Conveying Party

Mark if additional names of conveying parties attached

Name  Execution Date  
Month Day Year

Formerly

Individual  General Partnership  Limited Partnership  Corporation  Association

Other

Citizenship/State of Incorporation/Organization

Receiving Party

Mark if additional names of receiving parties attached

Name

DBA/AKA/TA

Composed of

Address (line 1)

Address (line 2)

Address (line 3)     
City State/Country Zip Code

Individual  General Partnership  Limited Partnership  Corporation  Association

Other

Citizenship/State of Incorporation/Organization

If document to be recorded is an assignment and the receiving party is not domiciled in the United States, an appointment of a domestic representative should be attached. (Designation must be a separate document from Assignment.)

FOR OFFICE USE ONLY

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4/19/2002 6TON11 00000115 76344893 Mail documents to be recorded with required cover sheet(s) information to:  
Commissioner of Patents and Trademarks, Box Assignments, Washington, D.C. 20231

1 FC:481  
2 FC:482  
DURT311517.1

40.00 OP  
725.00 OP

**Domestic Representative Name and Address**

Enter for the first Receiving Party Only.

Name

Address (line 1)

Address (line 2)

Address (line 3)

Address (line 4)

**Correspondent Name and Address**

Area Code and Telephone Number

Name

Address (line 1)

Address (line 2)

Address (line 3)

Address (line 4)

**Pages** Enter the total number of pages of the attached conveyance document including any attachments. #

**Trademark Application Number(s) or Registration Number(s)**  Mark if additional numbers attached  
 Enter either the Trademark Application Number or the Registration Number (DO NOT ENTER BOTH numbers for the same property).

Trademark Application Number(s)			Registration Number(s)		
<input type="text" value="76/344,893"/>	<input type="text" value="76/337,848"/>	<input type="text" value="76/272,521"/>	<input type="text" value="1,802,409"/>	<input type="text" value="1,649,955"/>	<input type="text" value="1,820,221"/>
<input type="text" value="76/344,892"/>	<input type="text" value="76/337,847"/>	<input type="text" value="76/255,317"/>	<input type="text" value="1,482,670"/>	<input type="text" value="1,260,178"/>	<input type="text" value="1,816,238"/>
<input type="text" value="76/337,849"/>	<input type="text" value="76/275,192"/>	<input type="text"/>	<input type="text" value="1,470,629"/>	<input type="text" value="2,525,106"/>	<input type="text" value="1,802,354"/>

**Number of Properties** Enter the total number of properties involved. #

**Fee Amount** Fee Amount for Properties Listed (37 CFR 3.41): \$

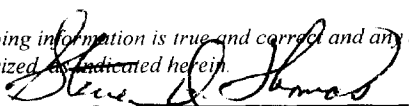
Method of Payment: Enclosed  Deposit Account

Deposit Account  
(Enter for payment by deposit account or if additional fees can be charged to the account.)

Deposit Account Number: #

Authorization to charge additional fees: Yes  No

**Statement and Signature**  
 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. Charges to deposit account are authorized as indicated herein.

Steven D. Thomas  March 29, 2002  
 Name of Person Signing Signature Date Signed

**RECORDATION FORM COVER SHEET  
 CONTINUATION  
 TRADEMARKS ONLY**

**Conveying Party**  **Mark if additional names of conveying parties attached**  
 Enter Additional Conveying Party

Name  Execution Date   
 Month Day Year

Formerly

Individual     General Partnership     Limited Partnership     Corporation     Association

Other

Citizenship/State of Incorporation/Organizaiton

**Receiving Party**  **Mark if additional names of receiving parties attached**  
 Enter Additional Receiving Party

Name

DBA/AKA/TA

Composed of

Address (line 1)

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 City State/Country Zip Code

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*Enter either the Trademark Application Number or the Registration Number (DO NOT ENTER BOTH numbers for the same property).*

Trademark Application Number(s)			Registration Number(s)		
<input type="text"/>	<input type="text"/>	<input type="text"/>	1,985,076	1,630,272	1,687,615
<input type="text"/>	<input type="text"/>	<input type="text"/>	2,423,364	2,209,572	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	2,414,155	2,211,606	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	2,412,662	1,837,009	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	2,320,263	1,796,820	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	2,145,851	1,725,118	<input type="text"/>

**NOTICE  
OF  
GRANT OF SECURITY INTEREST  
IN  
U.S. TRADEMARKS**

United States Patent and Trademark Office

Ladies and Gentlemen:

Please be advised that pursuant to the Security Agreement dated as of March 22, 2002 (as the same may be amended, modified, extended or restated from time to time, the "Security Agreement") by and among the Obligors party thereto (each an "Obligor" and collectively, the "Obligors") and First Union National Bank, as Administrative Agent (the "Administrative Agent") for the financial institutions referenced therein (the "Lenders"), the undersigned Obligor has granted a continuing security interest in and continuing lien upon, the trademarks and trademark applications shown below to the Administrative Agent for the ratable benefit of the Lenders:

TRADEMARKS

<u>Trademark No.</u>	Description of Trademark <u>Item</u>	Date of <u>Trademark</u>
	See <u>Schedule A</u>	
	<u>Trademark Applications</u>	
<u>Trademark Applications No.</u>	Description of Trademark <u>Applied For</u>	Date of Trademark <u>Applications</u>
	See <u>Schedule A</u>	

The Obligors and the Administrative Agent, on behalf of the Lenders, hereby acknowledge and agree that the security interest in the foregoing trademarks and trademark applications (i) may only be terminated in accordance with the terms of the Security Agreement and (ii) is not to be construed as an assignment of any trademark or trademark application.

Very truly yours,

**RMC OF ILLINOIS, INC.,**  
an Illinois Corporation

By: G. Fu Buhs  
Name: G. Fu Buhs  
Title: EVP

Acknowledged and Accepted:

FIRST UNION NATIONAL BANK,

as Administrative Agent

By: [Signature]  
Name: DAVID G. SOTO  
Title: MANAGING DIRECTOR

SCHEDULE A

**RMC of Illinois, Inc.  
(Illinois Corporation)**

**U.S. Trademarks**

**Registered Marks**

<b>Mark</b>	<b>Registration No.</b>	<b>Registration Date</b>
KEY EXECUTIVE SERVICE	1,802,409	11/02/93
ZENITH	1,482,670	03/29/88
THE RIGHT REPORT	1,470,629	12/29/87
PARTNERS IN MANAGING CHANGE	1,469,955	12/22/87
RIGHT ASSOCIATES	1,260,178	12/06/83
COMPASS	2,525,106	01/01/02
COMPASS and Design	1,820,221	02/08/94
COMPASS and Design	1,816,238	01/11/94
MATRIX and Design	1,802,354	11/02/93
RIGHT MATCH	1,985,076	07/09/96
RIGHT CONNECTION	2,423,364	01/23/01
MANAGING THE HUMAN SIDE OF CHANGE	2,414,155	12/19/00
RIGHT-FROM-HOME	2,412,662	12/12/00
RIGHT MANAGEMENT CONSULTANTS	2,320,263	02/22/00
DESIGN ONLY	2,145,851	03/24/98
THE ZEROING-IN PROCESS (Z.I.P.)	1,630,272	01/01/91
INTELLISCORING	2,209,572	12/8/98
INTELLIREPORTING	2,211,606	12/15/98
TEAMS and Design	1,837,009	5/17/94
360 FEEDBACK and Design	1,796,820	10/5/93
INTELLIGENT CONSENSUS Stylized Letters	1,725,118	10/20/92
INSIGHT PROFILES Stylized Letters	1,687,615	5/19/92

**Pending Applications**

<b>Mark</b>	<b>Serial No.</b>	<b>Application Date</b>
ECUSTOM 360	76-344,893	12/05/01
ECUSTOM SURVEY	76-344,892	12/05/01
RIGHT LINKS	76-337,849	11/14/01
RIGHT CHEZ VOUS	76-337,848	11/14/01
RIGHT ACCESS	76-337,847	11/14/01
PRECISION360	76-275,192	06/25/01
DESIGN ONLY	76-272,521	06/18/01
PEOPLEBRAND	76-255,317	05/14/01