

TRADEMARK ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

ETAS ID: TM512987

| | |
|------------------------------|-------------------|
| SUBMISSION TYPE: | NEW ASSIGNMENT |
| NATURE OF CONVEYANCE: | SECURITY INTEREST |

CONVEYING PARTY DATA

| Name | Formerly | Execution Date | Entity Type |
|-----------------------------------|----------|----------------|-------------------------------------|
| FORCE MANAGEMENT HOLDINGS I, LLC | | 11/30/2018 | Limited Liability Company: DELAWARE |
| FORCE MANAGEMENT HOLDINGS II, LLC | | 11/30/2018 | Limited Liability Company: DELAWARE |

RECEIVING PARTY DATA

| | |
|------------------------|---------------------------|
| Name: | WINTRUST BANK |
| Street Address: | 9700 W HIGGINS RD STE 800 |
| City: | ROSEMONT |
| State/Country: | ILLINOIS |
| Postal Code: | 60018 |
| Entity Type: | Chartered Bank: ILLINOIS |

PROPERTY NUMBERS Total: 11

| Property Type | Number | Word Mark |
|----------------------|----------|--|
| Registration Number: | 4509374 | X VALUENEGOTIATION |
| Registration Number: | 3992624 | COMMAND OF THE SALE |
| Registration Number: | 3969778 | COMMAND OF THE TALENT |
| Registration Number: | 3929561 | COMMAND OF THE MESSAGE |
| Registration Number: | 3793024 | MANAGEMENT OPERATING RHYTHM |
| Registration Number: | 4006752 | COMMAND OF THE PLAN |
| Registration Number: | 3479136 | SALES EFFECTIVENESS FRAMEWORK |
| Registration Number: | 3043607 | WHERE STRATEGY MEETS EXECUTION |
| Registration Number: | 3043608 | FORCEMANAGEMENT |
| Registration Number: | 3047640 | X |
| Serial Number: | 88141018 | X COMMAND CENTER ENGAGEMENT MANAGEMENT S |

CORRESPONDENCE DATA

Fax Number:

Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.

Phone: (312) 551-8300
Email: ipdocket@pfs-law.com

TRADEMARK

Correspondent Name: Patzik, Frank & Samotny Ltd.
Address Line 1: 200 S. Wacker Drive, Suite 2700
Address Line 4: Chicago, ILLINOIS 60606

NAME OF SUBMITTER: JORDAN HERZOG

SIGNATURE: /JORDAN HERZOG/

DATE SIGNED: 03/06/2019

Total Attachments: 14

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PATENT, TRADEMARK, COPYRIGHT AND LICENSE SECURITY AGREEMENT

THIS PATENT, TRADEMARK, COPYRIGHT AND LICENSE SECURITY AGREEMENT (as amended or otherwise modified, this "Agreement") is made as of November 30, 2018, by and between WINTRUST BANK, an Illinois state chartered bank ("Bank"), FORCE MANAGEMENT HOLDINGS I, a Delaware limited liability company and FORCE MANAGEMENT HOLDINGS II, a Delaware limited liability company (collectively, "Grantor").

WITNESSETH:

WHEREAS, Grantor has entered into a Loan and Security Agreement dated even date herewith (as amended, supplemented or modified from time to time, the "Loan Agreement"), by and between Grantor and Bank pursuant to which Grantor has granted to Bank, for its benefit and the benefit of Bank, a security interest in substantially all of its assets to secure the payment of all Obligations; and

WHEREAS, in order to induce Bank to enter into the Loan Agreement and the Loan Documents and to make the Loans as provided for in the Loan Agreement, Grantor has agreed to execute and deliver to Bank, this Agreement.

NOW, THEREFORE, in consideration of the premises set forth herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Grantor agrees as follows:

1. **Incorporation of Loan Agreement.** The Loan Agreement and the terms and provisions thereof are hereby incorporated herein in their entirety by this reference thereto.

2. **Definitions.** When used herein, (a) capitalized terms which are not otherwise defined in this Agreement (including, in the recitals hereto) and are defined in the Loan Agreement shall have the meanings assigned to such terms in the Loan Agreement; and (b) terms defined in the UCC and not otherwise defined in the Loan Agreement or this Agreement shall have the meanings assigned to such terms in the UCC.

3. **Grant of Continuing Security Interest.** To secure the complete and timely payment of all of the Obligations, Grantor hereby grants to Bank a continuing security interest in the entire right, title and interest of Grantor in and to all of the following, whether now owned or existing or hereafter acquired or arising:

(a) Grantor's patents and patent applications, including, without limitation, the inventions and improvements described and claimed therein, and those patents listed on Schedule A, attached hereto and made a part hereof, and (i) the reissues, divisions, continuations, renewals, extensions and continuations-in-part thereof, (ii) all income, royalties, damages and payments now and hereafter due and/or payable under and with respect thereto, including, without limitation, damages and payments for past and future infringements thereof, (iii) subject to the provisions of Section 11 of this Agreement, the right to sue for past, present and future infringements thereof, and (iv) all rights

corresponding thereto throughout the world (all of the foregoing patents and applications, together with the items described in clauses (i)-(iv), are sometimes hereinafter individually and/or collectively referred to as the “**Patents**”);

(b) Grantor’s technical information and know-how relating to processes, procedures, inventions, machines or trade secrets used in connection with the Patents; and

(c) Grantor’s license agreements relating to or involving any of the Patents or technical information described in subsections 3(a) or 3(b) with any other party, whether Grantor is a licensor or licensee under any such license agreement, including, without limitation, any licenses listed on Schedule C attached hereto and made a part hereof, and the right to prepare for sale, sell and advertise for sale, all Inventory now or hereafter owned by Grantor and now or hereafter covered by such licenses (all of the foregoing are hereinafter referred to collectively as the “**Patent Licenses**”);

(d) Grantor’s trademarks, trademark registrations, service marks, service mark registrations, tradenames, trademark and service mark applications, including, without limitation, the trademarks, service marks and applications listed on Schedule B attached hereto and made a part hereof, and (i) renewals thereof, (ii) all income, royalties, damages and payments now and hereafter due and/or payable with respect thereto, including, without limitation, damages and payments for past or future infringements thereof, (iii) the right to sue for past, present and future infringements thereof, (iv) all rights corresponding thereto throughout the world, and (v) all of the goodwill of Grantor’s business connected with and symbolized by the trademarks, service marks, tradenames or other items described in clauses (i)-(iv) (all of the foregoing trademarks, trademark registrations, service marks, service mark registrations, tradenames and applications, together with the items described in clauses (i)-(v) are sometimes hereinafter individually and/or collectively referred to as the “**Trademarks**”);

(e) Grantor’s license agreements relating to or involving any of the trademarks, service marks, tradenames or other items described in subsection 3(d) with any other party, whether Grantor is a licensor or licensee under any such license agreement, including without limitation, any licenses listed on Schedule C attached hereto and made a part hereof, and the right to prepare for sale, sell and advertise for sale, all Inventory now or hereafter owned by Grantor and now or hereafter covered by such licenses (all of the foregoing are hereinafter referred to collectively as the “**Trademark Licenses**”);

(f) Grantor’s copyrights, whether or not the underlying works of authorship have been published, all registrations and recordings thereof and all applications in connection therewith, including, without limitation, the copyrights listed on Schedule D attached hereto and made a part hereof, and (i) all renewals thereof, (ii) all income, royalties, damages and payments now or hereafter due or payable under or with respect to any of the foregoing, including, without limitation, damages and payments for past, present and future infringements of any of the foregoing (iii) the right to sue for past, present and future infringements of any of the foregoing throughout the world and (iv) all rights corresponding thereto throughout the world (all of the foregoing copyrights,

together with the items described in clauses (i)-(iv) are sometimes hereinafter individually and/or collectively referred to as the "Copyrights"); and

(g) Grantor's license agreements relating to or involving any of the copyrights or other items described in subsection 3(f) with any other party, whether Grantor is a licensor or licensee under any such license agreement, including without limitation, any licenses listed on Schedule C attached hereto and made a part hereof, and the right to prepare for sale, sell and advertise for sale, all Inventory now or hereafter owned by Grantor and now or hereafter covered by such licenses (all of the foregoing are hereinafter referred to collectively as the "Copyright Licenses" and collectively with the Patent Licenses and the Trademark Licenses, the "Licenses"); and

4. Restrictions on Future Agreements. Grantor agrees that until the Obligations shall have been satisfied in full, Grantor will not, without Bank's prior written consent, enter into any agreement (for example, a license agreement) which is inconsistent with Grantor's obligations under this Agreement, and Grantor further agrees that it will not take any action, or permit any action to be taken by others subject to its control, including licensees, or fail to take any action, which would affect the validity or enforcement of the rights transferred to Bank under this Agreement.

5. New Patents, Trademarks, Copyrights and Licenses. Grantor represents and warrants that the Patents, Trademarks, Licenses and Copyrights, listed on Schedules A, B, C and D, respectively, constitute all of the issued patents, registered trademarks, registered service marks, applications, copyrights and licenses now owned by Grantor. If, before the Obligations shall have been paid and satisfied in full, Grantor shall (a) obtain rights to any new patent, registered trademark, registered service mark, registered tradename, copyright or license, or (b) become entitled to the benefit of any patent, trademark, copyright or service mark application, trademark, service mark or copyright registration, license renewal, or patent for any reissue, division, continuation renewal, extension, or continuation-in-part of any Patent or any improvement on any Patent, then the provisions of this Agreement, including, without limitation, Section 3 above, shall automatically apply thereto and Grantor shall give Bank prompt written notice thereof. Grantor hereby authorizes Bank to modify this Agreement by amending Schedule A, B, C and/or D, as applicable, to include any future patents, patent applications, registered trademarks or service marks, trademark or service mark applications, copyright registrations and recordings and licenses which are Patents, Trademarks, Copyrights or Licenses, as applicable, under Section 3 above or under this Section 5 (collectively "Future Rights"), it being acknowledged and agreed by Grantor that the failure of Bank to so amend Schedule A, B, C and/or D shall not prevent Bank's security interest from extending to any such Future Right nor the perfection thereof. Grantor agrees to execute all documents necessary to record or preserve Bank's interest in all Patents, Trademarks, Licenses or Copyrights added to Schedules A, B, C or D pursuant to this Section 5.

6. Intent-to-Use Applications. Notwithstanding any provision of this Agreement, the applicable Uniform Commercial Code or any other agreement or law, in no event shall any party be required or permitted to assign, convey or transfer any trademark or service mark that is the subject of an application for registration under Section 1(b) of the Lanham Act (15 U.S.C. §

1051(b)), as amended, prior to the filing of the verified statement of use under Section 1(d) of the Lanham Act (15 U.S.C. § 1051(d)), as amended.

7. Royalties. During the existence of an Event of Default, Grantor hereby agrees that the rights to use by Bank of each Patent, Trademark, Copyright and License as described above shall be as extensive as the rights of Grantor to use such Patent, Trademark, Copyright or License and without any liability for royalties or other related charges from Bank to Grantor.

8. Nature of Interest; Term. This Agreement is made for collateral security purposes only. This Agreement shall create a continuing security interest in and collateral assignment of the Patents, Trademarks, Copyrights and Licenses and shall remain in full force and effect until all Obligations have been paid in full. At such time, the rights granted to Bank hereunder shall also terminate.

9. Right to Inspect; Quality Control. Bank shall have the right, consistent with the Loan Agreement, to inspect the premises and to examine the books, records, and operations of Grantor relating to the Patents, Trademarks, Copyrights and Licenses, including, without limitation, Grantor's quality control processes. During the existence of an Event of Default, Grantor agrees that Bank or a conservator appointed by Bank shall have the right to establish such reasonable additional product quality controls as Bank or such conservator, in its sole judgment, may deem necessary to assure maintenance of the quality of products sold by Grantor under the Trademarks or the Trademark Licenses. Grantor agrees (a) to maintain the quality of any and all products in connection with which the Trademarks are used, consistent with the quality of said products as of the date hereof, and (b) not to reduce the quality of such products in any material respect without the prior written consent of Bank.

10. Duties of Grantor. Grantor shall have the duty: (a) to prosecute diligently any patent applications, trademark applications or registrations, service mark applications or registrations or copyright applications or registrations, (b) to make application on such unpatented but patentable inventions, trademarks and service marks and copyrights and (c) to take reasonable steps to preserve and maintain all of Grantor's rights in the Patents and patent applications, Trademarks and trademark and service mark applications and registrations and Copyright applications and registrations. Any expenses incurred in connection with the foregoing shall be borne by Grantor. Grantor shall not, without the Bank's prior written consent, abandon any right to file a patent application or any pending patent application or patent, trademark or service mark which is the subject of a registered trademark, service mark or application therefor, or copyright which is the subject of a registered copyright registration therefor and which is or shall be necessary or economically desirable in the operation of Grantor's business. Grantor will, for each work covered by a Copyright, continue to publish, reproduce, display, adopt and distribute the work with appropriate copyright notice as required under applicable copyright laws. Grantor agrees to retain an experienced patent, trademark and copyright attorney reasonably acceptable to Bank for the filing and prosecution of all such applications and other proceedings. Bank shall have no duty with respect to the Patents, Trademarks, Copyrights or Licenses. Without limiting the generality of the foregoing, Bank shall be under no obligation to take any steps necessary to preserve rights in the Patents, Trademarks, Copyrights and Licenses against any other party, but may do so at Bank's option during the continuance of an Event of

Default, and all expenses incurred in connection therewith shall be for the sole account of Grantor and added to the Obligations secured hereby.

11. Bank's Right to Sue. At any time after the occurrence and during the continuance of any Event of Default, Bank shall have the right, but shall in no way be obligated, to bring suit in its own name to enforce the Patents, Trademarks, Copyrights and Licenses and, if Bank shall commence any such suit, Grantor shall, at the request of Bank, do any and all lawful acts and execute any and all proper documents reasonably required by Bank in aid of such enforcement and Grantor shall promptly, upon demand, reimburse and indemnify Bank for all costs and expenses incurred by Bank in the exercise of its rights under this Section 11. If, for any reason whatsoever, Bank is not reimbursed with respect to the costs and expenses referred to in the preceding sentence, such costs and expenses shall be added to the Obligations secured hereby.

12. Bank's Exercise of Rights and Remedies Upon Default. Notwithstanding anything set forth herein to the contrary, it is hereby expressly agreed that during the existence of any Event of Default, Bank may exercise any of the rights and remedies provided in this Agreement, the Loan Documents and applicable law. Without limiting the generality of the foregoing, Grantor acknowledges and agrees that (a) the Patents, Trademarks, Copyrights and Licenses comprise a portion of the Collateral and Bank shall have the right to exercise its rights under the Loan Documents and applicable law with respect to the Patents, Trademarks, Copyrights and Licenses to the same extent as with respect to all other items of Collateral described therein, and (b) during the existence of any Event of Default, Bank or its nominee may use the Patents, Trademarks, Copyrights and Licenses to complete the manufacture of, assemble, package, distribute, prepare for sale and sell the Inventory, or for any other purpose in connection with the conduct of Grantor's business. Any proceeds of any of the Collateral may be applied by Bank to the payment of the Obligations in the order set forth in the Loan Agreement.

13. Cumulative Remedies; Power of Attorney. All of Bank's rights and remedies with respect to the Patents, Trademarks, Copyrights and Licenses, whether established hereby, by any other agreements or by law, shall be cumulative and may be exercised singularly or concurrently. Grantor hereby irrevocably appoints Bank as Grantor's attorney-in-fact, with full authority in the place and stead of Grantor and in the name of Grantor or otherwise during the existence of any Event of Default to carry out the acts described below. During the existence of any Event of Default, Grantor hereby authorizes Bank, in its sole discretion, to (a) endorse Grantor's name on all applications, documents, papers and instruments necessary or desirable for Bank in the use of the Patents, Trademarks, Copyrights and Licenses, (b) take any other actions with respect to the Patents, Trademarks, Copyrights and Licenses as Bank reasonably deems are in its best interest, (c) grant or issue any exclusive or nonexclusive license under the Patents, Trademarks and Copyrights to anyone on commercially reasonable terms, and (d) assign, pledge, convey or otherwise transfer title in or dispose of the Patents, Trademarks and Copyrights to anyone on commercially reasonable terms. Bank shall take no action pursuant to clauses (a), (b), (c) or (d) of this Section 13 in respect of the Trademarks without taking like action with respect to the entire goodwill of Grantor's business connected with the use of, and symbolized by, such Trademarks. Grantor hereby ratifies all actions that such attorney-in-fact shall lawfully do or cause to be done by virtue hereof. This power of attorney is coupled with an interest and shall be irrevocable until this Agreement shall have been terminated pursuant to Section 8 hereof. Grantor acknowledges and agrees that this Agreement is not intended to limit or restrict in any

way the rights and remedies of Bank under the Loan Agreement, the Loan Documents or applicable law, but rather is intended to facilitate the exercise of such rights and remedies. Bank shall have, in addition to all other rights and remedies given it by the terms of this Agreement, all rights and remedies allowed by law and the rights and remedies of a secured party under the Uniform Commercial Code as enacted in any jurisdiction in which, respectively, either (y) the Patents, Trademarks or Copyrights may be located or deemed located, or (z) the Licenses were granted.

14. Representations and Warranties. Grantor represents and warrants to Bank that:

(a) no Patent, Trademark, Copyright or License has been adjudged invalid or unenforceable by a court of competent jurisdiction nor has any such Patent, Trademark, Copyright or License been cancelled, in whole or in part, and each such Patent, Trademark, Copyright and License is presently subsisting;

(b) Grantor is the sole and exclusive owner of the entire and unencumbered right, title and interest in and to each Patent, Trademark, Copyright and License, free and clear of any liens (other than Permitted Liens), charges and encumbrances, including without limitation, shop rights (with regard to the Patents) and covenants by Grantor not to sue third persons;

(c) Grantor has no notice of any suits or actions commenced or threatened with reference to any Patent, Trademark, Copyright or License; and

(d) Grantor has the unqualified right to execute and deliver this Agreement and perform its terms.

15. Governing Law; Forum Selection and Consent to Jurisdiction; Waiver of Jury Trial. Sections 13.5 (Forum Selection and Consent to Jurisdiction), 13.6 (Waiver of Jury Trial) and 13.11 (Governing Law) of the Loan Agreement are hereby incorporated into and made a part of this Agreement.

16. Notice. Any notice required or permitted to be given under this Agreement shall be sent as specified in the Loan Agreement.

17. Waivers. No course of dealing between Grantor and Bank, nor any failure to exercise, nor any delay in exercising, on the part of Bank, any right, power or privilege hereunder or under the Loan Agreement shall operate as a waiver thereof; nor shall any single or partial exercise of any right, power or privilege hereunder or thereunder preclude any other or further exercise thereof or the exercise of any other right, power or privilege.

18. Severability. The provisions of this Agreement are severable, and if any clause or provision shall be held invalid and unenforceable in whole or in part in any jurisdiction, then such invalidity or unenforceability shall affect only such clause or provision, or part thereof, in such jurisdiction, and shall not in any manner affect such clause or provision in any other jurisdiction, or any other clause or provision of this Agreement in any jurisdiction.

19. Modification. This Agreement cannot be altered, amended or modified in any way, except as specifically provided in Section 5 hereof or by a writing signed by the parties hereto.

20. Cumulative Remedies; Effect on Loan Agreement. All of Bank's rights and remedies with respect to the Patents, Trademarks, Copyrights and Licenses, whether established hereby or by the Loan Agreement, or by any other agreements or by law shall be cumulative and may be exercised singularly or concurrently. Grantor acknowledges and agrees that this Agreement is not intended to limit or restrict in any way the rights and remedies of Bank under the Loan Agreement or any other Loan Document but rather is intended to facilitate the exercise of such rights and remedies.

21. Binding Effect; Benefits. This Agreement shall be binding upon Grantor and its successors and assigns, and shall inure to the benefit of Bank, its nominees and assigns; provided, that, Grantor may not assign any right or obligation under this Agreement, the Loan Agreement or the other Loan Documents without the prior written consent of Bank.

22. Right of Recordal of Security Interest. Bank shall have the right, but not the obligation, at the expense of Grantor, to record this Agreement in the United States Patent and Trademark Office and the United States Copyright Office and with such other recording authorities deemed reasonable and proper by Bank. Upon the irrevocable payment and satisfaction in full of the Obligations, Grantor shall have the right to effect recordal of such satisfaction and termination at the expense of Grantor in the United States Patent and Trademark Office and United States Copyright Office and with such other recording authorities deemed reasonable and proper by Grantor. Bank and Grantor shall cooperate to effect all such recordals hereunder.

23. Counterparts. This Agreement may be executed in any number of counterparts, which shall, collectively and separately, constitute one agreement. Each of the parties agrees that a signature transmitted to the other parties or their respective counsel by facsimile transmission or in a pdf or similar electronic file shall be as effective to bind the party whose signature was transmitted as a duly executed and delivered original. Each party further agrees to promptly deliver its original signature pages to this Agreement to counsel for the other parties promptly following execution, but any failure to do so shall not affect the binding effect of such signature.

24. Joint and Several. To the extent there are more than one Grantor hereunder, the obligations and duties of each such Grantor shall be joint and several with each other Grantor.

[Signature Page Follows]

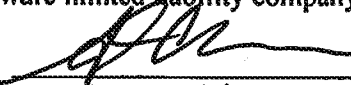
IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first set forth above.

GRANTOR:

**FORCE MANAGEMENT HOLDINGS I,
LLC,**
a Delaware limited liability company

By: 
Name: GRANT WILSON
Title: CEO

**FORCE MANAGEMENT HOLDINGS II,
LLC**
a Delaware limited liability company

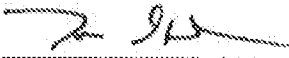
By: 
Name: GRANT WILSON
Title: CEO

[Signature Page to Patent, Trademark, Copyright and License Security Agreement]

Agreed and Accepted as of the date first set forth above:

BANK:

WINTRUST BANK,
an Illinois state chartered bank

By: 
Name: James Coleman
Title: SVP

[Signature Page to Patent, Trademark, Copyright and License Security Agreement]

SCHEDULE A

Patents and Patent Applications

| Grantor | Patent | Country | Application No. or Registration No. (as applicable) | Application Filing Date or Registration Date (as applicable) |
|---------|--------|---------|---|--|
| None | | | | |

SCHEDULE B

**Trademarks, Trademark Registrations and Applications,
Service Marks, Service Mark Registrations and Applications,
and Tradenames**

Registered Trademarks

| Mark | Application No. | Application Date | Registration No. | Registration Date | Status of Mark | Grantor |
|--------------------------------|-----------------|------------------|------------------|-------------------|----------------------|-----------------------------|
| VALUE NEGOTIATION | 85886388 | 3/26/13 | 4509374 | 4/8/14 | Registered | Force Management Holdings I |
| COMMAND OF THE SALE | 85136242 | 9/23/10 | 3992624 | 7/12/11 | Registered | Force Management Holdings I |
| COMMAND OF THE TALENT | 85136254 | 9/23/10 | 3969778 | 5/31/11 | Registered | Force Management Holdings I |
| COMMAND OF THE MESSAGE | 77845503 | 10/9/09 | 3929561 | 3/8/11 | Registered | Force Management Holdings I |
| MANAGEMENT OPERATING RHYTHM | 77845299 | 10/9/09 | 3793024 | 5/25/10 | Registered | Force Management Holdings I |
| COMMAND OF THE PLAN | 77845307 | 10/9/09 | 4006752 | 8/2/11 | Registered | Force Management Holdings I |
| SALES EFFECTIVENESS FRAMEWORK | 77217095 | 6/27/07 | 3479136 | 8/5/08 | Registered | Force Management Holdings I |
| WHERE STRATEGY MEETS EXECUTION | 76593302 | 5/20/04 | 3043607 | 1/17/06 | Registered | Force Management Holdings I |
| FORCEMANAGEMENT | 76593303 | 5/20/04 | 3043608 | 1/17/06 | Renewed (Registered) | Force Management Holdings I |

Unregistered Trademarks

| Mark | Owner |
|------|-------|
| | |

Service Marks

| Service Mark | Application No. | Application Date | Registration No. | Registration Date | Status of Mark | Grantor |
|--------------|-----------------|------------------|------------------|-------------------|----------------|---------|
| | | | | | | |

Tradenames

| Grantor | Trade/Assumed Name |
|----------------|---------------------------|
| | |

SCHEDULE C

Licenses

NONE.

SCHEDULE D

Copyrights

Registered Copyrights

| Title | Registration No. | Registration Date | Owner/Applicant |
|--|------------------|-------------------|--|
| Akina Accelerated Sales Program Playbook | TX0007243706 | 3/7/08 | Akina Corporation |
| Personal planning skills | TX0000269735 | 5/7/79 | SSS Consulting |
| Work analysis profile: interpretative data | TX0000269736 | 5/7/79 | SSS Consulting |
| Work climate survey; work climate survey interpretative data | TX0000136288 | 8/23/78 | SSS Consulting |
| CPAS | TXu001315925 | 8/29/06 | SSS Consulting, Inc. (D/B/A HR Chally) |
| HR assistant | TXu001317583 | 8/29/06 | SSS Consulting, Inc. (D/B/A HR Chally) |
| Magus | TXu001320011 | 8/29/06 | SSS Consulting, Inc. (D/B/A HR Chally) |
| Tele-research call center and data collection system | TXu00120928 | | Trucore Associates, Ltd. |
| HR assistant | TX0001209327 | | Trucore Associates, Ltd. |
| HR chally data base re-write | TXu001209330 | | Trucore Associates, Ltd. |
| Seamless report generator | TXu001209329 | | Trucore Associates, Ltd. |

Unregistered Copyrights

| Grantor | Title/Description |
|---------|-------------------|
| | |