

**Interim Designation of Agent to Receive Notification
of Claimed Infringement**

Full Legal Name of Service Provider: Hay Group, Inc.

Alternative Name(s) of Service Provider (including all names under which the service provider is doing business): _____

Address of Service Provider: 100 Penn Square East, Philadelphia, PA 19107-3388.

Name of Agent Designated to Receive Notification of Claimed Infringement: Jeffrey H. Marcus

Full Address of Designated Agent to which Notification Should be Sent (a P.O. Box or similar designation is not acceptable except where it is the only address that can be used in the geographic location):

Hay Group, Inc.
100 Penn Square East, Philadelphia, PA 19107-3388

Telephone Number of Designated Agent: 215-861-2475

Facsimile Number of Designated Agent: 215-861-2119

Email Address of Designated Agent: Jeff_Marcus@haygroup.com

Signature of Officer or Representative of the Designating Service Provider:

Date: 1/7/02

Typed or Printed Name and Title: Jeffrey H. Marcus
General Counsel

Note: This Interim Designation Must be Accompanied by a \$20 Filing Fee Made Payable to the Register of Copyrights.



RECEIVED

JAN 14 2002

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