



Acknowledgement Form

By your signature, below, you acknowledge that BzzAgent, Inc. (the “Company”), will, from approximately February 8, 2006, through approximately April 28, 2006, welcome author John Butman (“Mr. Butman”) to visit BzzAgent at his discretion, to observe, interact with and interview staff members as they go about their daily business at work (the “Program”).

The “Output” of Mr. Butman’s notes, observations and interviews with BzzAgent staff may—following review and approval by the CEO—be posted to a daily Web log (the “90 Days Blog”) on a public location on the Internet. While Mr. Butman shall be free to observe activities of all BzzAgent personnel that occur during the Program, your “Active Participation” in the Program (including being interviewed or providing comments or insight to Mr. Butman “on the record” or agreeing to have your name, identity or likeness included or referred to in any Output) is entirely voluntary. Mr. Butman will be directed to not identify, directly or indirectly, by name, description or job function, any person who is not an Active Participant in the Program. Active Participation is not and shall not be a condition for employment or advancement within the Company.

As with any campaigns conducted by the Company, those who Actively Participate in a campaign must agree to certain rules and guidelines. As a result, to the extent that you decide to actively participate or otherwise take actions that would result in your Active Participation, you acknowledge and agree to the following:

- That, while not required to Actively Participate, if you do participate, you are expected to be honest in what you say or do. The whole point of the Program is to get an understanding of what it is like to be part of BzzAgent during this snapshot in time.
- That the “Output” will be posted to the 90 Days Blog on a public location on the Internet to be viewed by anyone who has access to the Internet.
- That all Output-related material generated by you or others (whether or not published on the 90 Days Blog) may additionally be utilized or reproduced by Mr. Butman or by the Company or by the CEO (collectively, the “Program Organizers”) or by others in other media forums (electronic or traditional), in edited or unedited form concurrently or at a later date (related or unrelated to the Program), and that you shall receive no compensation for the use or reuse of any such Output.
- That, although you are to be honest, you must be mindful of our confidentiality obligations to the Company and our clients and that nothing in this Acknowledgement releases you from obligations to protect confidential Company and/or Company client information as detailed in applicable confidentiality, client agreement, nondisclosure or other pertinent agreements between you and the Company or as otherwise required by law. This Program does not waive any confidentiality protections, provisions or obligations that may exist or be asserted by or for the Company with regards thereto for all employees whether or not they Actively Participate.
- All employees, whether or not Active Participants, must honor and respect their colleagues’ decisions to Actively Participate or not; you shall not, in your own 90 Days Blog, BeeLog or Output-related follow-up or postings (online, internal or otherwise) identify or refer by name, likeness or description to any colleague who is not Actively Participating in the 90 Days Blog.
- You release and discharge the Program Organizers and the Company from any and all claims arising out of or in connection with the use of Output as defined herein, all rights and title to which shall be owned exclusively by the Company without limitation. You shall also hold the Program Organizers and the Company harmless against any liability, loss or damage that is caused by or arises from your Active Participation in the Program.

By signing below, you attest that you have read and understood the contents of this acknowledgment and that you enter into any consents voluntarily and without coercion.

Printed Name: _____

Signature: _____

Date: _____