

TRADE MARKS ACT 1994

**IN THE MATTER OF APPLICATION NO. 2122595 BY
TAZAKI CONSULTANTS LIMITED TO REGISTER A MARK
IN CLASS 35**

AND

**IN THE MATTER OF OPPOSITION THERETO UNDER NO. 48357
BY THOMAS INTERNATIONAL LIMITED**

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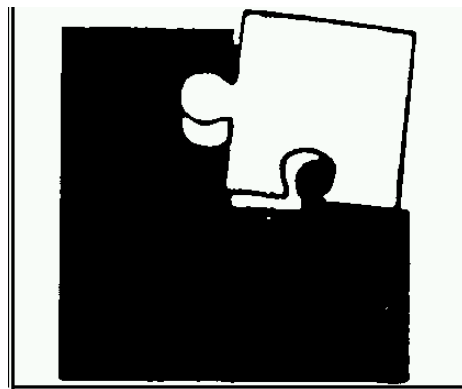
AND

IN THE MATTER OF OPPOSITION THERETO UNDER NO. 48357 BY THOMAS INTERNATIONAL LIMITED

BACKGROUND

1. On 3 February 1997 Tazaki Consultants Limited applied to register the mark shown below for a specification of services in Class 35 reading:

"Recruitment and employment agencies"



2. On 2 April 1998 Thomas International Limited filed notice of opposition to this application based on their proprietorship of the marks set out in the Annex to this decision. It is said that objections arise as follows:
 - (i) under section 3(3)(b) as the applicants' mark is likely to deceive the public into believing that the mark was in some way associated with the opponents' earlier trade marks
 - (ii) under section 3(6) as the application was made in bad faith, the applicants for registration being aware that the opponents use the trade and service mark of a jigsaw device
 - (iii) under section 5(2)(b) because the applicants' mark is similar to the opponents' earlier trade marks and is to be registered for services that are identical with or similar to those for which the opponents' earlier trade marks are protected

- (iv) (in the alternative) under section 5(3) because the opponents' earlier trade marks have a reputation in the United Kingdom and the applicants' mark is similar to the opponents' earlier trade marks and is to be registered for services which are not similar to those for which the opponents' earlier trade marks are protected and use by the applicants without due cause would take unfair advantage of, or be detrimental to, the distinctive character or the reputation of the opponents' earlier trade marks
 - (v) under section 5(4) because the opponents have made substantial use of their marks and in so doing have accrued significant goodwill and reputation. Although not fully particularised, given the references to goodwill and reputation, it is clear that this ground of objection goes to sub-paragraph (a) of section 5(4).
3. The applicants filed a counterstatement. Other than to admit that the opponents are the registered proprietors of the trade marks mentioned, (with the exception of marks 1&2 in the Annex which are owned by Microsoft Corporation), the various grounds are either not admitted or denied.
 4. Both sides ask for the registrar to award costs in their favour and the opponents ask for the registrar to exercise her discretion in their favour. In so far as the latter is concerned, under the Trade Marks Act 1994 the Registrar has no discretion, a mark is either acceptable against the criteria set out in the Act or it is not.
 5. Both sides filed evidence and the case came to be heard on 13 December 2000. The applicants were represented by Ms McFarland of Counsel instructed by Trade Mark Owners Association Limited and the opponents were represented by Mr Tritton of Counsel instructed by Trade Mark Consultants Co.

Opponents' evidence

6. The opponents filed two statutory declarations. The first dated 17 December 1998 is by Simon Walters. Mr Walters explains that he is an associate in the firm of Trade Mark Consultants Co. and adds that he is authorised to make this declaration on the opponents' behalf, as all of the facts and matters are within his personal knowledge, derived from a study of his files, or are derived from records made available to him by the opponents.
7. Mr Walters explains that his firm wrote to the agents acting for the applicants for registration on 27 February 1998, after his firm's watching service had revealed the application in suit. A copy of his firm's letter in which the applicants are invited to withdraw the application is at document A of exhibit SMW1. Mr Walters adds that his firm also sent observations to the registrar regarding the acceptance of the application and a copy of the registrar's response dated 9 March 1998 is at document B of exhibit SMW1. The remainder of Mr Walter's declaration consists of his own views on the potential for confusion between the respective marks.

8. The second declaration dated 22 December 1998 is by Anthony Kaye. Mr Kaye explains that he is a Director of Thomas International Limited (the opponents) a position which he has held since 1997. Mr Kaye states that the facts and matters in his declaration are within his own personal knowledge, derived from a study of his files, or are derived from his company's records.
9. Mr Kaye states that his company is, inter alia, a manufacturer and merchant of computer software and printed matter and a provider of education services, training services, instruction services, human resource and personnel management and a provider of consultancy and advice services in relation to personnel. He explains that the jigsaw logo has been in continuous use by his company in respect of the goods and services indicated since at least 1981. In that time, Mr Kaye says that the opponents have built up a significant reputation and goodwill in the jigsaw logo. He adds that his company assists employers in placing the most suitable person in a particular job and that his company's consultants take part in the recruitment and selection process by running assessment services and interviewing and appraising likely candidates.
10. Exhibit ARK1 to Mr Kaye's declaration consists of a range of documents (marked 1 to 28), which Mr Kaye says shows the opponents' jigsaw logo in use. I do not propose to summarise these documents in detail, but will of course bear their contents in mind when reaching a decision. In short, the exhibit contains copies of the opponents' mark used on newsletters, corporate brochures, product leaflets, letterheads, compliment slips, computer software and on the opponents' Personal Profile Analysis (PPA) system and copies of PPA forms. In Mr Kaye's view, these documents establish that the opponents' jigsaw marks are extensively used and that they have become well known in the United Kingdom and abroad as representing the goods and services of the opponents.
11. Turnover figures are provided for the period 1 July 1991 to 31 October 1998, although I can of course only consider the matter up to the material date in these proceedings i.e. the date of the application for registration, namely 3 February 1997. I note however that turnover in the period 1 July 1991 to 31 October 1996 averages in excess of £2 million per year. Mr Kaye adds that advertising spend per year amounts to approximately 5% of annual turnover.

Applicants' evidence

12. This consists of two statutory declarations. The first dated 19 March 1999 is by Alan McBray. Mr McBray explains that he is a Trade Mark Agent in the firm of Trade Mark Owners Association who are the applicants' agents. He adds that he is authorised to make his declaration on the applicants' behalf, as he is in possession of the relevant information and correspondence. All the information and statements in his declaration are based on his own personal knowledge, or are derived from his files or on information provided to him by the applicants.
13. Mr McBray explains that during the ex parte examination of the application in suit by

the registrar, registration No: 1315721 in Class 35 (which is owned by the opponents) was raised as an objection under section 5(2) of the Act. Mr McBray adds that following argument the objection was subsequently waived by the Examiner and a copy of the official letter dated 21 December 1997 is provided at exhibit AM1. He states that he is advised by the applicants that no instances of confusion have been reported since the applicants began using their mark in 1988. He also notes that no instances of confusion have been alleged in the opponents' evidence in chief.

14. The second declaration also dated 19 March 1999 is by Tadahuru Iizuka. Mr Iizuka explains that he is a Director of the applicants a position he has held since January 1990. All of the information in his declaration is either from his own knowledge, or from the applicants' records to which he has full access.
15. Mr Iizuka states that his company provides recruitment and employment agency services and has offices in London, Japan, Singapore and Malaysia. He adds that the mark the subject of the application has been in use since August 1988 and as such, that his company has built up a significant reputation and goodwill. Mr Iizuka explains that his company uses the jigsaw logo in connection with the services offered by two wholly owned subsidiaries namely, J.A.C. Recruitment who supply bi-lingual Japanese and English speaking staff to Japanese companies and Quest International Recruitment who supply English or European language staff to Japanese companies. Exhibit TI1 consists of an undated letterhead and compliment slip in which the mark the subject of the application is shown, accompanied by the letters and word JAC (which appears above the device) and Recruitment (which appears below the device). Exhibits TI2 consists of a phone card issued by the applicants (which is undated) but on which the mark the subject of the application together with the letters JAC and the word Recruitment appear, together with the words QUEST International Recruitment. Exhibit TI3 is an example of the applicants' brochure which appears to be undated. Once again, I note that the jigsaw device is used with the letters JAC and the word Recruitment.
16. Exhibit TI4 consists of copies of advertisements which Mr Iizuka says appeared in a publication called Eikoku News Digest in 1991 and 1992. I note that this publication (which is in Japanese characters) is aimed at Japanese residents in the United Kingdom who are seeking employment in this country and that the mark which appears is the device mark the subject of this application accompanied by the letters and word JAC Recruitment. Similarly exhibits TI5 and TI6 which consists of an application for employment form dated December 1988 and an extract from a publication entitled Red Directory dated 1989 to 1990, show the mark used in the same format.
17. The applicants' turnover in the period 1994 to 1996 amounted to some £1.3 million, with approximately £460,000 being spent on advertising and promoting the mark in the period 1994 to 1998. There is no indication whether these figures only relate to turnover in the United Kingdom. Mr Iizuka confirms that since the applicants first began using the mark in 1988, there have been no instances of confusion with any other trade mark either in the United Kingdom or in any of the countries where the applicants have a commercial presence.

Opponents' evidence-in-reply

18. This consists of a statutory declaration dated 22 July 1999 by the same Simon Walters mentioned above. In his declaration Mr Walters comments on the acceptance of the application in suit by the registrar following arguments from the agent acting on the applicants' behalf (Mr McBray's declaration). In this respect, Mr Walters notes that following the filing of observations by his firm on the opponents' behalf, the registrar had in a letter dated 9 March 1998 provisionally indicated that the application in suit had been accepted in error, given the existence of an earlier right (owned by the opponent) dated 1 April 1996 in respect of an application for registration before the Community Trade Marks Office under No: 26815. Copies of the various letters are provided at exhibit SMW2. In so far as Mr McBray and Mr Iizuka state that there have been no instances of confusion between the respective marks, Mr Walters comments that the fact that no instances of confusion have come to the parties attention, does not mean that confusion has not or will not occur.
19. The remainder of Mr Walter's declaration consists of observations on Mr Iizuka's evidence, which relate in particular to the scope of the services the applicant's provide and the relevant dates of the various documentation and information relied upon by the applicant.
20. That concludes my review of the evidence.

DECISION

21. In skeleton arguments filed shortly before the hearing, the opponents indicated that they would seek to rely on their grounds of objection under section 5(2)(b) and section 5(4)(a) of the Trade Marks Act 1994. Mr Tritton confirmed that these would be the grounds of attack in his opening submissions. The remaining grounds of opposition are therefore dismissed. It would be fair to say that the ground under section 5(2)(b) was acknowledged by Mr Tritton as representing his client's strongest ground of opposition and therefore, I will deal with that ground first. The section reads as follows:

“5.-

- (2) A trade mark shall not be registered if because -
 - (a) it is identical with an earlier trade mark and is to be registered for goods or services similar to those for which the earlier trade mark is protected, or
 - (b) it is similar to an earlier trade mark and is to be registered for goods or services identical with or similar to those for which the

earlier trade mark is protected,

there exists a likelihood of confusion on the part of the public, which includes the likelihood of association with the earlier trade mark.”

22. The terms ‘earlier trade mark’ is itself defined in section 6, this states

“6.- (1) In this Act an “earlier trade mark” means -

- (a) a registered trade mark, international trade mark (UK) or Community trade mark which has a date of application for registration earlier than that of the trade mark in question, taking account (where appropriate) of the priorities claimed in respect of the trade marks,
- (b) a Community trade mark which has a valid claim to seniority from an earlier registered trade mark or international trade mark (UK), or
- (c) a trade mark which, at the date of application for registration of the trade mark in question or (where appropriate) of the priority claimed in respect of the application, was entitled to protection under the Paris Convention as a well known trade mark.

(2) References in this Act to an earlier trade mark include a trade mark in respect of which an application for registration has been made and which, if registered, would be an earlier trade mark by virtue of subsection (1)(a) or (b), subject to its being so registered.”

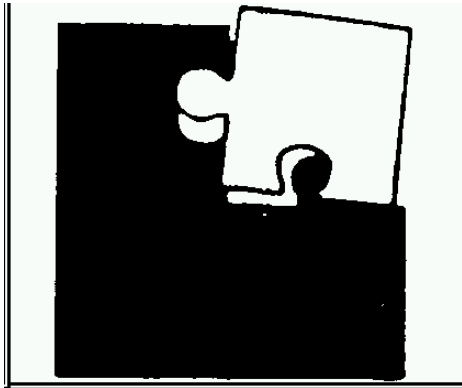
23. In determining the question under section 5(2), I take into account the guidance provided by the European Court of Justice (ECJ) in *Sabel BV v. Puma AG* [1998] R.P.C. 199, *Canon Kabushiki Kaisha v. Metro-Goldwyn-Mayer Inc* [1999] E.T.M.R. 1, *Lloyd Schufabrik Meyer & Co. GmbH v. Klijsen Handel B.V.* [2000] F.S.R. 77 and *Marca Mode CV v. Adidas AG* [2000] E.T.M.R. 723.

24. It is clear from these cases that:-

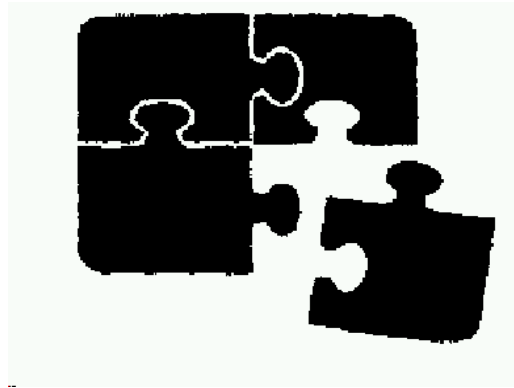
- (a) the likelihood of confusion must be appreciated globally, taking account of all relevant factors; *Sabel BV v. Puma AG* page 224;
- (b) the matter must be judged through the eyes of the average consumer of the goods/services in question; *Sabel BV v. Puma AG* page 224, who is deemed to be reasonably well informed and reasonably circumspect and observant - but who rarely has the chance to make direct comparisons between marks and must instead rely upon the imperfect picture of them he has kept in his mind; *Lloyd Schufabrik Meyer & Co. GmbH v. Klijsen Handel B.V.* page 84, paragraph 27.

- (c) the average consumer normally perceives a mark as a whole and does not proceed to analyse its various details; *Sabel BV v. Puma AG* page 224;
 - (d) the visual, aural and conceptual similarities of the marks must therefore be assessed by reference to the overall impressions created by the marks bearing in mind their distinctive and dominant components; *Sabel BV v. Puma AG* page 224;
 - (e) a lesser degree of similarity between the marks may be offset by a greater degree of similarity between the goods, and vice versa; *Canon Kabushiki Kaisha v. Metro-Goldwyn-Mayer Inc* page 7, paragraph 17;
 - (f) there is a greater likelihood of confusion where the earlier trade mark has a highly distinctive character, either per se or because of the use that has been made of it; *Sabel BV v. Puma AG* page 8, paragraph 24;
 - (g) mere association, in the sense that the later mark brings the earlier mark to mind, is not sufficient for the purposes of Section 5(2); *Sabel BV v. Puma AG* page 224;
 - (h) further, the reputation of a mark does not give grounds for presuming a likelihood of confusion simply because of a likelihood of association in the strict sense; *Marca Mode CV v. Adidas AG* page 732, paragraph 41;
 - (i) but if the association between the marks causes the public to wrongly believe that the respective goods come from the same or economically linked undertakings, there is a likelihood of confusion within the meaning of the section; *Canon Kabushiki Kaisha v. Metro-Goldwyn-Mayer Inc* page 9 paragraph 29.
25. The opponents' statement of grounds makes reference to a number of trade marks which qualify as earlier trade marks under the provisions of section 6. A list of the opponents trade marks are attached to this decision in an Annex. The two marks on which Mr Tritton sought to rely are trade mark registration number 1315721, which is for a series of four marks, and Community Trade Mark (CTM) Application number 26815. At the time that the opposition was filed the CTM had not proceeded to registration. Section 6(2) indicates that references in the Act to an earlier trade mark include a trade mark in respect of which an application for registration has been made, subject to it being so registered. CTM 26815 proceeded to registration on 2 August 2000, the date of application was 1 April 1996 and it is therefore an earlier trade mark by virtue of section 6.
26. The applicants' trade mark and the opponents' Community Trade Mark are reproduced below:

Applicants' trade mark



Opponents' CTM 26815



Specifications

Class 35

Recruitment and employment services

Class 35

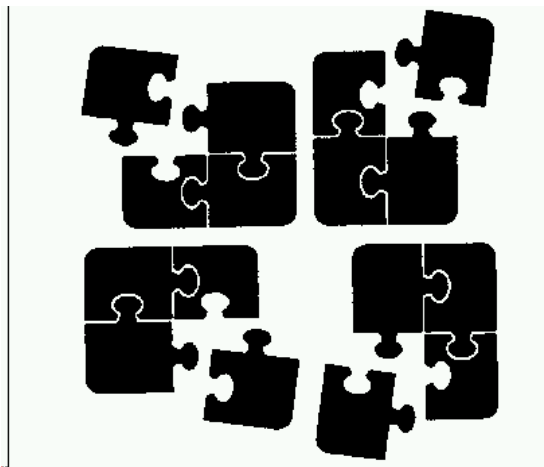
Appraisals, enquiries, investigations, management consulting, organisation consulting, research and efficiency expert services; commercial and industrial management assistance; consultancy and advice services, **all performed in relation to personnel; employment agencies; personnel management.** [my emphasis]

27. It was Mr Tritton's submission that the services covered by the term employment agencies in the opponents' specification were identical to the terms recruitment and employment services in the applicants' specification. Ms McFarland suggested that the phrase all performed in relation to personnel; employment agencies; personnel management suggested that the opponents' field of activity was one removed from the provision of an employment agency. I would agree with Ms McFarland's interpretation of the specification if there was a comma between the phrase "all performed in relation to personnel" and the wording "employment agencies", however, there is not. The two phrases are separated by a semi-colon. That to my mind suggests that the phrase employment agencies represents a separate and distinct service. Thus, I would agree with Mr Tritton that this specification appears to cover services either identical or very similar to recruitment and employment services covered by the applicants' specification.
28. The evidence submitted by the applicants seems to show that they provide a recruitment service for Japanese speaking staff. The opponents' evidence does not show use on employment and recruitment services per se, it seems to show use in relation to, "a provider of consultancy and advice services in relation to personnel"; per

Mr Kaye at paragraph 2 of his declaration and “assisting employers in placing the most suitable person in a particular job”; Mr Kaye at paragraph 3. In addition, neither party appears to use the device of the jigsaw solus. The applicants’ evidence shows use with the letters JAC or Quest International and the opponents’ evidence shows use with Thomas or Thomas International.

29. However, under section 5(2), I must consider notional and fair use of the opponents’ trade marks as they appear on the register and the applicants’ trade mark as applied for; *Reactor* [2000] R.P.C. at page 288. The use that the opponents have actually made of the mark will be a matter for consideration under section 5(4)(a).

30. As stated, Mr Tritton also sought to rely on the opponents’ trade mark 1315721. This is reproduced below:



31. The specification for this trade mark is:

Class 35

Appraisals, inquiries, investigations, management consulting, organisation consulting, research and efficiency expert services, all for business; commercial and industrial management assistance; consultancy and advice services, all performed in relation to personnel and all rendered to employment agencies; personnel management; all included in Class 35.

32. If I understand Mr Tritton’s argument correctly, it is his view that this trade mark registration contains the trade mark closest to that of the applicants’. In his submission, the second mark in the series, that with the missing piece located at the north-eastern side of the mark, is the closest to the trade mark the subject of the application. Although, as he acknowledged, the services covered in the specification of this trade mark, being services rendered to employment agencies, are not as close to the applicants’ specification as those covered by the opponents’ Community Trade Mark. As I have found that the services covered by the CTM registration are identical or very similar to those for which the applicants seek protection, it seems to me that the

opponents' best case under section 5(2) is in relation to their Community Trade Mark.

33. Both the opponents' CTM and the applicants' trade mark strike the eye as jigsaw devices. Mr Tritton and Ms McFarland took me to various aspects of the two trade marks highlighting the similarities and differences between the two. Where the particular "floating" piece was located, whether one represented the first piece of a jigsaw being placed on a board and the other the last piece of a jigsaw being put into place. However, as Ms McFarland stated at the hearing, each party can seek to draw fine distinctions between the two trade marks but at the end of the day the comparison on the two trade marks is a matter of first impression. I think that she is right.
34. As stated above, the likelihood of confusion must be appreciated globally. The average consumer of the services in question would, taking into account notional and fair use of both marks, in my view be made up of persons seeking employment and employers seeking staff. On a side by side analysis of the two trade marks, there are differences between the them, however, I must take into account the fact that members of the public are unlikely to see the two trade marks side by side but instead must carry around an imperfect picture of the them kept in their minds. Taking into account imperfect recollection, I am of the view that a member of the public would not recall the juxtaposition of the various elements of the two marks but would recall them both as a jigsaw device. Aurally both marks would, I think, be referred to as a jigsaw device and there are clear conceptual links between the two, both are trade marks which consist wholly of jigsaw devices.
35. In addition, Mr Tritton reminded me that in assessing the likelihood of confusion I must take into account the inherent distinctiveness of the opponents' trade mark and also the use that has been made of it. The opponents' trade mark does appeal to the eye and is in my view an inherently distinctive mark for the services covered by their registration. I doubt whether that inherent distinctiveness can or would be enhanced by any use that the opponents have made of this mark. For reasons that I have already stated, my view is that their use has not been directly in relation to employment agencies so their use on related services cannot assist them.
36. Ms McFarland pointed out that the applicants had used the trade mark since 1988 and yet no evidence of confusion had been submitted in evidence. Mr Tritton argued that this was not surprising as the evidence of use submitted by the applicants shows that the applicants' jigsaw device is always used with the letters JAC. Further, he pointed out that the opponents' actual area of use has not been in relation to employment agencies per se. These factors would all, in his view, point away from any confusion. Given these points, I agree with Mr Tritton, the lack of any evidence of confusion cannot assist the applicants.
37. Mr Hobbs Q.C., sitting as the Appointed Person in *Balmoral Trade Mark* [1998] R.P.C. 297 at page 301, found that section 5(2) raised a single composite question. Adapted to this case it can be stated as follows: are there similarities (in terms of marks and goods) which would combine to create a likelihood of confusion if the applicants' jigsaw device and the opponents' jigsaw device were used concurrently in relation to

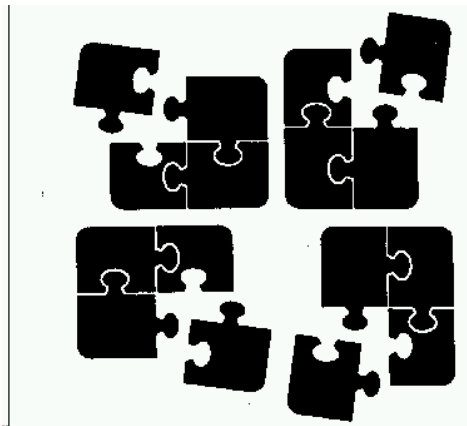
the services for which they are respectively registered and proposed to be registered?

38. Taking all these factors into account and in particular, taking account of the inherent distinctiveness of the opponents' trade mark, the closeness of the services for which registration is sought and imperfect recollection, I am of the view that the question posed above must be answered in the affirmative. I find that there is a real likelihood of association between the two trade marks, which would be more than mere calling to mind, such that the public would wrongly believe that the respective services come from the same or economically linked undertakings. As such, I find that there is a likelihood of confusion within the meaning of section 5(2)(b) of the Trade Marks Act 1994. The opposition succeeds under section 5(2)(b).
39. Ms McFarland, during her submissions, suggested that one way forward might be for me to restrict the applicants' specification to their field of interest, recruiting Bi-lingual Japanese and English speaking staff for Japanese companies. Whilst that is clearly the applicants' area of business, I am of the view that this would not assist the applicants in overcoming the objection under section 5(2)(b). The opponents' specification is not limited in any way and covers employment agencies per se. This would cover such services for Japanese speaking individuals and so I find that I cannot restrict the applicants' specification to overcome this objection.
40. Mr Tritton also sought to rely on his ground of opposition under section 5(4)(a). As I have found for the opponents under section 5(2) I need not go on to consider this ground of opposition. However, I should state that as noted above, Mr Tritton acknowledged that his clients' case under section 5(4)(a) was not as strong as that under section 5(2). I think that he was right to make that concession. The opponents' evidence does not show use in respect of employment agencies per se and such use that is shown is with 'Thomas' or 'Thomas International'. If the opponents' had not succeeded under section 5(2) then in my view they could have been in no better position under section 5(4)(a).
41. The opponents have been successful and are entitled to a contribution towards their costs. I order that the applicants pay the opponents the sum of £1000 as a contribution towards their costs. This sum is to be paid within seven days of the expiry of the appeal period or within seven days of the final determination of this case if any appeal against this decision is unsuccessful.

Dated this 7TH day of March 2001

**S ROWAN
For the Registrar
the Comptroller General**

1. No: 1372190

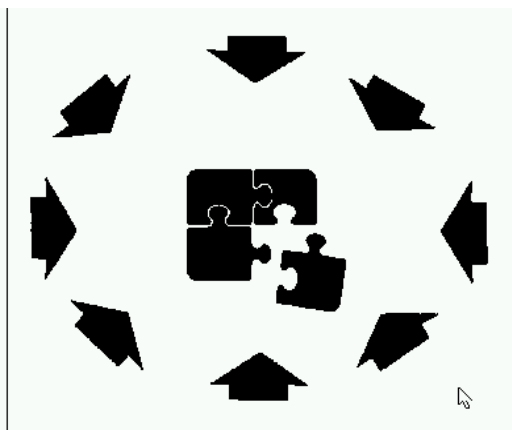


Date of application: 3.2.1989.

Goods: Computer software included in Class 9.

Owner: Microsoft Corporation.

2. No: 1386551

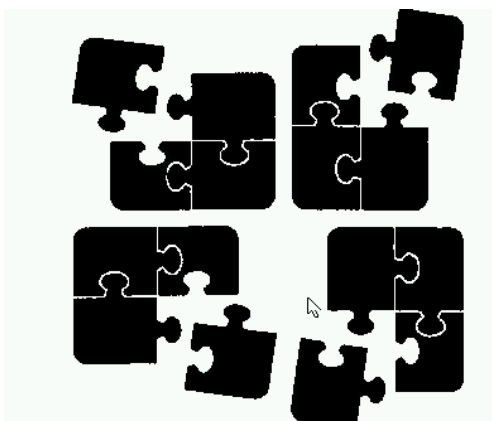


Date of application: 1.6.1989

Goods: Computer software included in Class 9.

Owner: Microsoft Corporation.

3. No: 1163405

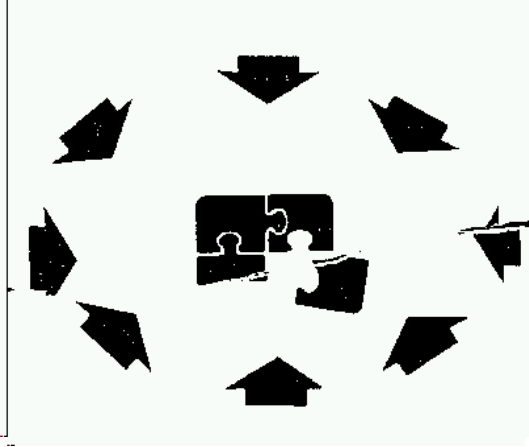


Date of application: 21.10.1981.

Goods: Books, charts, protective covers for books, stationery, office requisites (other than apparatus) and printed matter, but not including printed matter relating to jigsaw puzzles.

Owner: Thomas International Limited.

4. No: 1386552

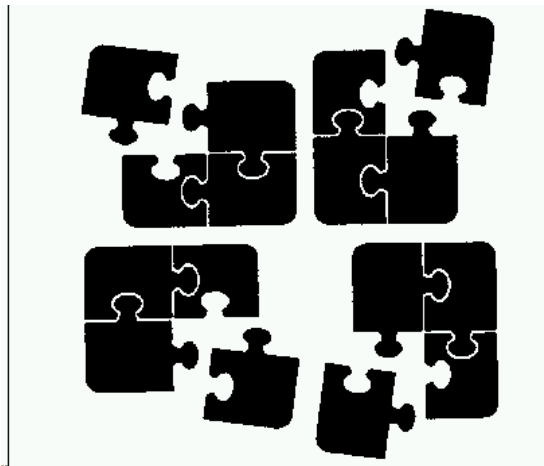


Date of application: 1.6.1989.

Goods: Books, charts, protective covers for books, stationery, office requisites (other than apparatus) and printed matter, all included in class 16, but not including printed matter relating to jigsaw puzzles.

Owner: Thomas International Limited.

5. No: 1315721

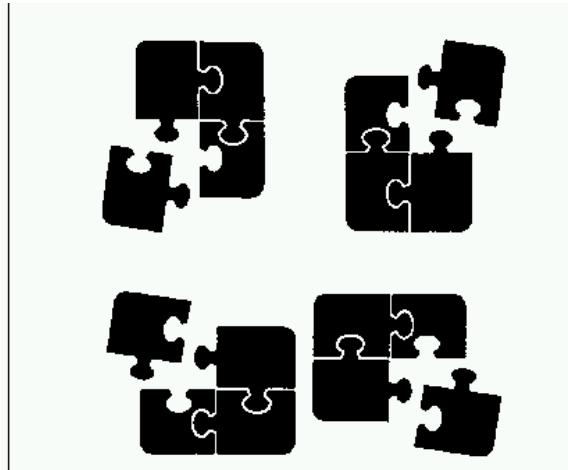


Date of application: 14.07.1987

Services: Appraisals, inquiries, investigations, management consulting, organisation consulting, research and efficiency expert services, all for business; commercial and industrial management assistance; consultancy and advice services, all performed in relation to personnel and all rendered to employment agencies; personnel management; all included in Class 35.

Owner: Thomas International Limited.

6. No: 1568793

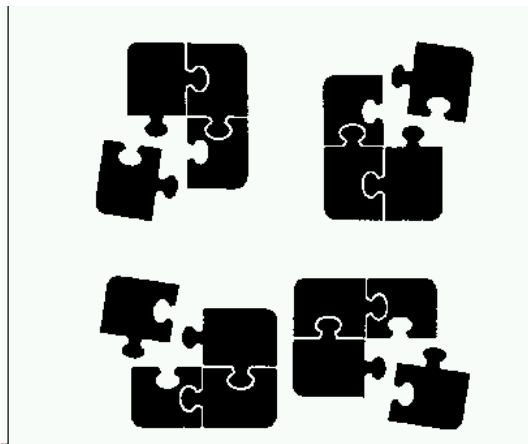


Date of application: 15.04.1994

Services: Educational services, instruction services and arranging and conducting workshops, all relating to personal development, teambuilding, psychological testing and assessment, vocational guidance, personality, intelligence, attitude, capability, performance and character assessment; personnel training and tuition services; arranging and conducting conferences, exhibitions, meetings and congresses; publication of books, magazines and leaflets; production of films, videos and radio and television programmes; all included in Class 41.

Owner: Thomas International Limited.

7. No: 1315722

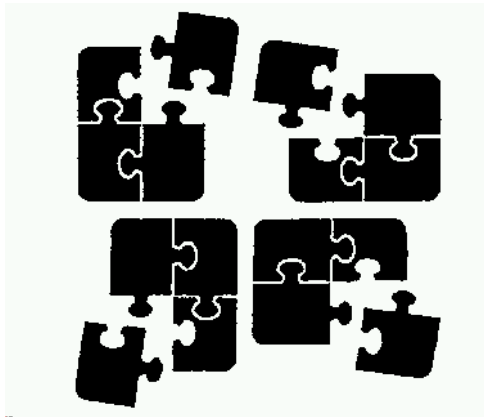


Date of application: 14.07.1987

Services: Psychological testing and assessment services; vocational guidance; aptitude and performance testing; testing of individuals to determine training and employment skills; all included in Class 42.

Owner: Thomas International Limited.

8. No: 2130275

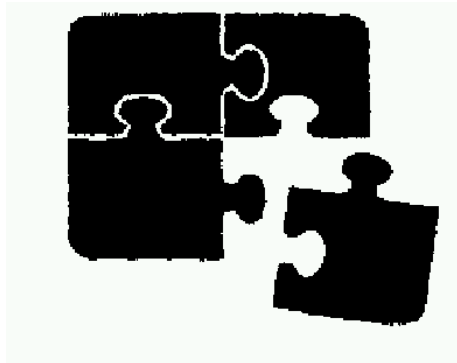


Date of application: 22.04.1997

Services: Educational services, instruction services and arranging and conducting workshops, all relating to personal development, teambuilding, psychological testing and assessment, vocational guidance, personality, intelligence, attitude, capability, performance and character assessment; personnel training and tuition services; arranging and conducting conferences, exhibitions, meetings and congresses; publication of books, magazines and leaflets; production of films, video and radio and television programmes.

Owner: Thomas International Limited.

9. No: E26815



Date of application: 01.04.1996

Goods: (16) Books, Charts, protective covers for books, stationery, office requisites (other than apparatus) and printed matter.

Services: (35) Appraisals, enquiries, investigations, management consulting, organisation consulting, research and efficiency expert services; commercial and industrial management assistance; consultancy and advice services, all performed in relation to personnel; employment agencies; personnel management. (41) Educational and instruction services; personnel training and tuition services; arranging and conducting seminars, conferences, exhibitions, meetings, congress and symposia; publication of books, magazines and leaflets; production of films, videos, and radio and television programmes. (42) Psychological testing and assessment services; vocational guidance; personality, intelligence, aptitude, capability, performance and character assessment; testing of individuals to determine training and employment skills.

Owner: Thomas International Limited