



EMPLOYMENT AGREEMENT

Concentric Healthcare Solutions, ("Concentric"), conditionally offers to employ "name" __ in the capacity of _____ on "date" _____ at its clients, for services with the latter for a temporary period, to perform such duties and for such hours of work as may be assigned to you during the term of service.

1. **Ratification** - You understand and acknowledge that this offer of temporary employment with Concentric is subject to final approval by the Client and that you shall not be entitled to any wages or employment unless actually hired by Concentric to work the specific assignment for the Client pursuant to this agreement. You also understand that this agreement does not go into effect until you actually work on said specific assignment. You acknowledge and understand that your employment with Concentric is "at will", with no certain term being offered or promised, and that you or Concentric may terminate your employment, with or without cause, at any time. You agree that by reporting or remaining at work after signing this agreement that you have ratified the same. In addition, you represent and warrant to Concentric that your employment with Concentric will not violate the terms or conditions of any other agreement to which you are a party.

2. **Reporting of Hours** - You agree to submit completed time record to the Concentric office by 10:00 am on Monday of each week, written in ink and approved and verified by a Client supervisor, indicating the number of hours worked. Failure to submit completed time records before 10:00 am on Monday may result in the delay of payment of wages. You acknowledge that Concentric needs completed time records to obtain payment from the Client, and therefore you will accurately complete, sign and assist Concentric in gaining Client's approval and verification of your time records each week. You understand and agree that in the absence of complete and accurate time records, Concentric cannot accurately determine the number of hours worked and your corresponding wages. Consequently, you also understand and agree that your paycheck will not be released unless your Client approved and verified time records have reached Concentric's office. You acknowledge Concentric's policy and practice of mandating recordation of all hours worked. Concentric does not permit "off the clock" work or any similar practice of not recording hours worked. Any requested by the Client or other third party not to record all hours worked must be reported in writing by you to Concentric.

3. **Restrictive Covenant** - In consideration of the terms of employment and the efforts and costs incurred by Concentric, you agree you shall not solicit Client or engage in a like similar profession or occupation at Client's facility or any other facility at which you are directed to or actually perform services under this agreement, either directly or indirectly, for a period of one hundred eighty (180) days following the termination of your employment under the terms of this agreement, unless specific written authorization has been obtained from Concentric. You agree that any violation of this provision will result in you paying to Concentric an amount equal to three hundred twenty (320) hours at the hourly bill rate of assignment.

4. **Confidentiality** - You agree not to disclose to anyone, either during or after your employment with Concentric any confidential or proprietary information of any kind obtained by you as a result of your employment without the written consent of executive officers of both the Client and Concentric, and you further agree that on leaving the employment of Concentric, you will not take with you, without permission of executive officers of both the Client and Concentric, any blueprint, drawing, or other reproduction, property or material of any kind. You also agree to execute any forms or documents required by the Client with respect to the foregoing.

YOU FURTHER AGREE NOT TO DISCUSS THE COMPENSATION SATED IN THIS AGREEMENT, OR THE COMPENSATION PAID TO YOU BY CONCENTRIC PURSUANT TO ANY PRIOR EMPLOMENT AGREEMENT, IN ANY MANNER, WITH THE CLIENT, THE CLIENT'S EMPLOYEES OR ANY CONTRACT EMPLOYEE OF THE CLIENT.

5. **Ownership of Work Product** - You agree that you will disclose and assign full and absolute right, title, and interest to the Client of any and all inventions, improvements, or discoveries made by you of any kind or nature whatsoever during the tenure of this agreement, and you will execute and all documents and instruments necessary to transfer the full and complete title of any such inventions, improvements, and discoveries to the Client, and shall assist in any manner possible in obtaining patent letters in the name of said Client covering them. You also agree to execute any forms or documents required by Client with respect to the foregoing.



6. **Indemnification** - You agree to indemnify and save harmless Concentric from and all liability, loss, damage or expense which may be caused by your negligence or failure to perform your duty under the terms of this agreement.
7. **Termination** - You shall give a minimum of ten (10) days notice should you decide to terminate your position with Concentric. You understand that the length of assignment is subject to the discretion and needs of the Client and, therefore, a five day notice from Concentric may not be possible and Concentric is not required to provide such notice. Upon termination, and to the extent permitted by applicable law, you acknowledge and agree that any amounts owed by you to Concentric will be deducted from any remaining wages owed to you and refunded by Concentric.
8. **Staff Shift-No-Shows**- If a Concentric employee does not report for a scheduled shift, and Concentric employee has failed to give any advance notice to Concentric, then Concentric must deduct Concentric employee for the full shift at the contracted Bill Rate.
9. **Notification of Completion of Assignment** - You agree that upon completion of an assignment with Client, you will notify Concentric that you have finished the assignment and confirm your availability for work, regardless of who originally notified you that the assignment was ending. You will contact Concentric within one business day after completion of the assignment between the hours of 8:00 a.m. and 5:00 p.m. If you do not contact Concentric as stated in this paragraph, Concentric will assume that you are unavailable for work. You understand that failure to contact Concentric upon completion of an assignment may affect your ability to receive unemployment benefits.
10. **Acknowledgement of Employment Relationship** - In addition to the rules, regulations and policies of Concentric, you agree to be bound by any applicable rules, regulations or policies established by the Client wherever you perform services under this agreement. You recognize and agree that you are an employee of Concentric and not an employee of the client, and you will look solely to Concentric for all employee benefits in connection with your employment under this agreement. You hereby waive any right you have or may have against the Client for benefits arising out of or resulting from employment hereunder, including, without limitation, rights under any medical/benefit plan, pension plan or vacation/holiday plan.
11. **Limitation of Liability** - To the extent permitted by law, you, on your own behalf and on behalf of anyone claiming by or through you, waive any and all rights you have or may have, to claim or assert a claim, suit, action or demand of any kind, nature, or description, including without limitation, claims, suits, actions, or demands for personal injury or death whether arising in tort, contract, or otherwise, against Client or Client's customers, agents, officers, directors, or employees, resulting from or arising directly or indirectly out of your employment with Concentric. You recognize and agree that Concentric provides workers' compensation coverage for such things as on-the-job injuries or occupational diseases incurred while on assignment for Concentric, and you agree to look solely to Concentric and/or its insurer for damages and/or expenses for such injury, illness or other claims incurred while on assignment. You agree to notify Concentric if you believe that there are any unsafe conditions at the Client worksite or facility.

If you accept this conditional offer in accordance with its stated terms, please indicate your acceptance by signing your name where indicated below and returning the signed copy to: Concentric at the following address: 4250 North Drinkwater Boulevard, Suite 165, Scottsdale, AZ 85251, prior to commencing work.

Accepted By:

**Accepted By:
Concentric Healthcare Solutions**

(Contract Employee)

(Concentric Representative)

(Contract Employee Signature)
(Date)

(Concentric Representative Signature)
(Date)