

# Insurance Overload Staffing

## TEMP-TO-HIRE AGREEMENT

I understand that Insurance Overload Staffing (IOS) arranges temporary jobs for personnel who work on an at-will basis as temporary employees of IOS and its clients.

In consideration of my employment on temporary assignments through IOS, I agree that for a period of six months following termination of my temporary assignment with a client of IOS I will not provide my services to that client directly as an employee or consultant, or to that client indirectly as an employee of any other temporary or outsourcing service without the consent of IOS.

I also understand that IOS has incurred substantial recruitment, screening, training, administrative and marketing expenses with respect to its temporary employees. Therefore, if a client of IOS, or one of the client's affiliates, directly or indirectly hires, employs or utilizes my services for any type of regular, temporary, contract, piecework or part-time work in any capacity other than as a temporary employee of IOS after I am first presented to a client of IOS (Presentation Date), a conversion fee will be due and owing to IOS by that client based on the applicable IOS rate schedule unless otherwise agreed by the client and IOS. Should such employment or use occur after the expiration of six (6) months from either the Presentation Date or the date my assignment is terminated, whichever date is later, no conversion fee shall be owing by the client with regard to such presentation or assignment unless otherwise agreed by the client and IOS. I understand that IOS will not charge any fee to me in connection with my acceptance of a position with a client of IOS.

I agree, when a conversion fee is owed, to cooperate with IOS in recovering such fee and to request confirmation from the client that the client will pay the conversion fee owed to IOS.

I agree that the period of this Temp-to-Hire Agreement (Agreement) is indefinite, and that this Agreement applies to all temporary jobs I accept through IOS, regardless of any interruption between jobs.

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Signature

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Please print your name

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Date