

PRIMARY APPLICANT AGREEMENT

The following agreement is for informational purposes. FASTAFF[®] Inc. has the right to decide to hire any applicant, and the applicant has the right to choose to be placed by FASTAFF. Both will agree to the following:

FASTAFF'S COMMITMENT

PLACEMENT. FASTAFF will attempt to secure placement of the Applicant at an assignment with a facility for the time period indicated on the Assignment Agreement Letter (AAL). This time period may be extended at the completion of the assignment as long as the facility, applicant, and FASTAFF agree on the terms at the time of the extension. The AAL will be sent to the applicant upon verification of placement and requires the Applicant's recruiter to initial the AAL to represent agreement of all parties' expectations.

PAY RATE. FASTAFF agrees to pay the applicant according to the pay rate indicated on the AAL, and in accordance with applicable Federal, State, and Local laws. The pay rate may vary according to location of assignment and may change if there is an extension of the current assignment or relocation to a new assignment. Any pay rate changes will be addressed with a new AAL.

BONUSES. FASTAFF is proud to be Health Care Staffing Services Certified by JCAHO. In order to ensure we are adhering to JCAHO standards, the company reserves the right to withhold all eligible bonus payments from any employee who fails to provide required file documentation including but not limited to renewed license and certifications, I-9 paperwork, physical, skills check list and any other documents required by the client or JACHO.

TRAVEL TO AND FROM TRAVEL ASSIGNMENT. If applicable, FASTAFF will coordinate travel of one round trip through Corporation's travel agency from Applicant's hometown or nearest approved airport to Facility and back home upon completion of travel assignment obligation. If the Applicant voluntarily departs or quits the assignment before the agreed upon completion date, Applicant will pay for the return costs home. Applicant agrees that FASTAFF may deduct these costs from his or her paycheck. If the Applicant drives to the travel assignment, a mileage reimbursement policy will apply.

HOUSING. FASTAFF will use its best efforts in placing the Applicant in reasonable housing accommodations while on a travel assignment.

REIMBURSEMENTS. All requests for reimbursements are subject to FASTAFF approval and must be submitted to FASTAFF within 90 days of incurring expenditure. Reimbursement forms can be found on our website at www.fastaff.com.

BENEFITS. FASTAFF agrees to provide the Applicant with the benefits described in the FASTAFF benefit packet. Applicant is subject to terms and conditions of the benefit program. FASTAFF reserves the right to change the benefits at anytime with or without notification.

DEDUCTIONS FROM PAYCHECK. Applicant authorizes FASTAFF to deduct from Applicant's paycheck for any non-authorized housing expenses.

DISCLAIMER. FASTAFF reserves the right, and the Applicant acknowledges FASTAFF may at anytime, with or without notice, modify this Primary Applicant Agreement (PAA). All modifications will be updated to the PAA so Applicants can remain informed as to the expectations of both the company and Applicants. Changes are effective immediately when

made to the PAA and continued employment after any posted change is an acceptance by Applicant of the modification.

APPLICANT'S COMMITMENT

EDUCATION AND TRAINING. Applicant states that he/she has obtained education and training in the healthcare field and is duly licensed and authorized to practice nursing.

PLACEMENT ACCEPTANCE. Once Corporation secures placement for Applicant at an assignment, Applicant agrees that his or her acceptance will be binding. All details to specific assignments will be included in the AAL.

EMPLOYEE AT WILL. Applicant acknowledges FASTAFF employs Applicant "at will" and no employment promises have been made for any duration of time. Specifically, Applicant understands he/she may quit employment at any time with FASTAFF, with or without notice. Similarly, Applicant understands he/she may be discharged by FASTAFF at any time, without notice, for any lawful reason. Contracts of employment can only be made by a written agreement between Applicant and FASTAFF and require the approval and signature of the President and Chief Executive Officer of FASTAFF or authorized representative. Further, should Facility decide to end Applicant's assignment prior to completion date, FASTAFF may propose a new assignment as long as Applicant is in good standing with FASTAFF.

NONDISCLOSURE AND LIMITED NONCOMPETE. Applicant agrees not to disclose any FASTAFF trade secrets or any confidential or proprietary information of FASTAFF, FASTAFF employees, Facilities, or patients of Facilities. Applicant further agrees not to compete either as a direct competitor or with a competing company at the Facility assignment where Applicant has been placed by FASTAFF for a term of three months after Applicant's final day of work at Facility.

NONSOLICITATION OF CORPORATION EMPLOYEES. Applicant agrees not to solicit FASTAFF employees to work for any competing company while on assignment with a FASTAFF facility, and for a period of three months thereafter.

DRUG SCREENS. Prior to placement and throughout employment with FASTAFF, Applicant consents to a urine, blood or breath sample for the purposes of an alcohol, drug, intoxicant, or substance abuse screening test. Applicant also gives permission for the release of the test results for determining the fitness of employment or continued employment. Applicant will utilize clinics that are approved by FASTAFF.

BACKGROUND CHECKS. Before the Applicant is placed and throughout employment with FASTAFF, FASTAFF may conduct background checks of any kind from any location for any purpose FASTAFF considers reasonable. Applicant understand that an investigative report may be generated on him or her that may include information as to his or her character, general reputation, personal characteristics, or mode of living; work habits, performance or experience, along with reasons for termination of past employment/professional license or credentials; financial/credit history; or criminal/civil/driving record history. Applicant understand that General Information Services, Inc., on behalf of FASTAFF, Inc. may be requesting information from public and private sources about any of the information noted earlier in this paragraph in connection with FASTAFF, Inc.'s consideration of Applicant for employment or at any time during his or her tenure with FASTAFF, Inc. and give full consent for this information to be obtained. Applicant hereby authorizes, without reservation, any financial institution, law enforcement

agency, information service bureau, school, employer or insurance company contacted by General Information Services, Inc. to furnish the information described above. Applicant gives permission for release of the results for determining fitness of employment and/or continued employment. For residents of California, Minnesota and Oklahoma who would like a free copy of their background check, please fill out the Consent Authorization Form found at <http://www.fastaff.com/Nurses-Section/forms-and-info/forms-and-info.html>. All New York residents will automatically receive a copy of their background check results in the event criminal findings are identified.

FAIR CREDIT REPORTING ACT. In accordance with the Fair Credit Reporting Act (FCRA, Public Law 91-508, Title VI), background check information may only be used to verify a statement(s) made by an individual in connection with legitimate business needs. The depth of information available varies from state to state. Status of updates are available on request. Although every effort has been made to assure accuracy, FASTAFF's third party vendor, General Information Services, Inc., cannot act as guarantor of information accuracy or completeness. Final verification of an individual's identity and proper use of report contents are the user's responsibility. General Information Services, Inc.'s policy requires purchasers of these reports to have signed a Service Agreement. This assures General Information Services, Inc. that users are familiar with and will abide by their obligations, as stated in the FCRA, to the individuals named in these reports. If information contained in the background check report is responsible for the suspension or termination of an employee or the application process, the employee or candidate should contact General Information Services, Inc. at P.O. Box 353, Chapin SC 29036 or (866) 265-4917.

EMPLOYMENT AND MEDICAL INFORMATION RELEASE. I authorize FASTAFF to release any and all confidential employment and medical information contained in my employment file to any medical facility or entity with whom FASTAFF has a staffing agreement, to any governmental or regulatory agency at such agency's request, and as mandated by law. For all other purposes, FASTAFF shall keep my employment and medical records confidential and shall advise any medical facility or other entity to which records have been provided to also keep such records confidential. I hereby release and hold FASTAFF harmless for any result(s) that may arise with regard to the release of this confidential information by FASTAFF.

TRAVEL. Applicant agrees to follow all FASTAFF rules regarding travel. Any travel arrangements will be specified in the AAL and/or advised to me by FASTAFF's housing and travel department.

HOUSING. Applicant accepts all FASTAFF rules regarding housing. If applicable, final housing arrangements will be encompassed in the AAL. Applicant may elect to share housing, or if available, choose a single supplement. If applicable and if applicant provides his or her own housing while on a travel assignment, FASTAFF will offer a reimbursement policy as indicated on the AAL.

REIMBURSEMENTS. Applicant agrees to adhere to all rules and policies regarding reimbursements, including but not limited to submitting expenses within 90 days of incurring expense. Further, Applicant acknowledges FASTAFF's policies regarding reimbursements may be modified at any time with or without notice for any reason.

RECORDING OF TIME WORKED. Applicant agrees to abide by FASTAFF's procedures for reporting time worked, including hospital supervisor approval for shift time worked and missed lunch periods. The FASTAFF workweek begins at 7:00 AM on Sunday and concludes at 6:59 AM on the following Sunday. Applicant's time sheet must reach

FASTAFF each Monday by 10 AM Mountain Standard Time in order to be paid in the current week. Any late submissions may be paid the following week.

LUNCH BREAK POLICY. Applicant will clock in and out for a minimum of thirty (30) minutes and up to a maximum of one (1) hour for meal periods, unless otherwise specified by facility policy. If the facility requests Applicant to work their lunch period due to patient care and safety, Applicant agrees to obtain two supervisor signatures of approval from Facility Healthcare Professional Managers for each applicable shift.

PERSONAL PROPERTY. U.S. Nursing and/or FASTAFF are not responsible for the theft, loss, destruction, or damage to the personal property of its employees.

TERMINATION. Applicant understands if he/she leaves his/her assignment early for any reason or is terminated by FASTAFF, Applicant must vacate company provided housing within 24 hours and will be responsible for return travel costs. Applicant authorizes FASTAFF to deduct any incurred costs from his or her paycheck.

GENERAL

CHOICE OF LAW. This Agreement will be construed in all respects according to the laws of the state of Colorado.

CONFIDENTIALITY OF AGREEMENT. FASTAFF and Applicant will maintain the confidentiality and exclusivity of this Agreement.

AGREEMENT REVIEW. FASTAFF and Applicant agree each party has fully read and reviewed this Agreement. Should any ambiguities arise, the interpretation of the ambiguity will not automatically be construed in favor of the Applicant.

EQUAL OPPORTUNITY EMPLOYER. FASTAFF is an equal opportunity employer incorporated in the State of Colorado and in good standing with the Colorado Secretary of State. FASTAFF does not discriminate in respect to hiring, firing, compensation, and all other terms and conditions of privileges of employment on the basis of race, color, national origin, ancestry, sex, age, pregnancy or related medical conditions, marital status, religious creed, or disability.

NOTICES. Any notices which are required or permitted will be in writing and will be deemed properly delivered to the other party when sent U.S. Mail, certified, postage prepaid and addressed to the following:

For Corporation:

FASTAFF®
Attn: Records Department
6501 S. Fiddlers Green Circle, Suite 200
Greenwood Village, CO 80111

For Applicant:

At Applicant's permanent residence on file

HEALTHCARE PROFESSIONAL CONDUCT EXPECTATIONS

Your professional conduct and clinical performance on FASTAFF assignments is directly related to our ability to solicit new and interesting job opportunities for you. As such, FASTAFF expects you will adhere to the following Professional Conduct Expectations while on assignment. Failure to meet these expectations could lead to your termination from FASTAFF.

- I will not discuss any elements of my compensation with anyone employed at the host facility.
- I will not discuss any previous assignments worked for FASTAFF with anyone employed at the host facility.
- I will not recruit any Healthcare Professionals at the host facility, whether temporary or permanent employees.
- I will communicate with the management, staff and patients of the host facility in a respectful manner at all times.
- I will honor all terms of my agreement letter, including but not limited to beginning and ending assignment dates, housing arrangements if applicable, and travel arrangements if applicable.
- I will honor the policies and procedures of FASTAFF and the host facility.

I certify that I have read, understand and intend to comply with the Primary Applicant Agreement and Professional Conduct Expectations and the facts contained in this application are true and accurate. I understand any misrepresentation or omission of facts is cause for dismissal. I authorize the employer to investigate any and all statements contained herein and request the persons, firms, and/or corporations named above to answer any and all questions relating to this application. I release all parties from all liability, including but not limited to, the employer and any person, firm or corporation who provides information concerning my prior education, employment or character.



Kay Cowling, CEO

Name of Applicant

Signature of Applicant

Date