

Staffing Agreement

Employer Solutions Staffing Group, LLC (ESSG), with its principal office located at 7301 Ohms Lane, Suite 405, Edina, MN 55439 ("ESSG"), and **Connaughty Industries** ("CLIENT") agree to the terms and conditions set forth in this Staffing Agreement (the "Agreement").

ESSG's Duties and Responsibilities

1. ESSG will—
 - a. By and through the services of **MEB Resources**, recruit, screen, interview and assign its employees ("Assigned Employees") to perform the type of work described on Exhibit A under CLIENT's supervision at the locations specified on Exhibit A;
 - b. Pay Assigned Employees' wages;
 - c. Pay, withhold and transmit payroll taxes; provide unemployment insurance and workers' compensation benefits; and handle unemployment and workers' compensation claims involving Assigned Employees.

CLIENT's Duties and Responsibilities

2. CLIENT will—
 - a. Properly supervise Assigned Employees performing its work and be responsible for its business operations, products, services and intellectual property;
 - b. Properly supervise, control, and safeguard its premises, processes, or systems, and not entrust Assigned Employees with unattended premises, cash, checks, keys, credit cards, merchandise, confidential or trade secret information, negotiable instruments, or other valuables without ESSG's express prior written approval or as strictly required by the job description provided to ESSG. Client shall not permit ESSG's employees to operate motor vehicles without express permission from ESSG. ESSG's Insurance does not cover loss or damage caused by ESSG's employees' operating the Client's owned or leased motor vehicle(s), and the Client therefore accepts full responsibility for and will indemnify ESSG from any and all claims, including the defense thereof, involving bodily injury, property damage, fire, theft, collision, cargo damage or public liability damage sustained or incurred as a result of an employee operating such vehicles(s), or arising out of or involving violation by the Client of this Paragraph;
 - c. Provide Assigned Employees with a safe work site and provide appropriate information, training, and safety equipment with respect to any hazardous substances or conditions to which they may be exposed at the work site. ESSG and ESSG's workers' compensation carrier shall have the right to inspect Client's premises during normal business hours and to make recommendations pertaining to job safety. It is agreed that ESSG, by inspecting such premises or by not inspecting such premises, assumes neither liability nor responsibility for any unsafe working condition that may exist;
 - d. Not change Assigned Employees' job duties without ESSG's express prior written approval; and

- e. Exclude Assigned Employees from CLIENT's benefit plans, policies, and practices, and not make any offer or promise relating to Assigned Employees' compensation or benefits.

Payment Terms, Bill Rates and Fees

- 3. CLIENT will pay ESSG for its performance at the rates set forth on Exhibit A and will also pay any additional costs or fees set forth in this Agreement. ESSG will invoice CLIENT for services provided under this Agreement on a weekly basis. Payment is due on receipt of invoice. CLIENT agrees to pay the costs of collection, including attorneys' fees and costs, if CLIENT fails to pay amounts that are due and outstanding under this Agreement.
- 5. Client may hire an assigned employee for permanent employment after **480 hours** of service have elapsed. Upon completion of **480 hours**, the employee may rollover to a permanent position if the client desires at no additional fee of the Agreement.
- 6. Client is not obligated to hire an employee upon the completion of the 480 hours and the employee may continue to work for Client as an assigned employee under this Agreement after **480 hours** of service.
- 7. Should Client desire to permanently hire an employee before the **480 hours** of paid service have elapsed, Client may do so at the following rate:

$$(\text{bill rate} - \text{pay rate}) \times \text{remaining hours} = \text{conversion fee}$$

Duration of Agreement

- 8. This Agreement shall be for a term of one year and may be renewed by the parties thereafter for subsequent terms.

AGREED TO:

Employer Solutions Staffing Group LLC

By: _____

Date: _____
7301 Ohms Lane, Suite 405
Edina, Minnesota 55439

Client: Connaughty Industries

By: Michael J. Messenger

Title: Vice President

Date: 2-28-2012

Address: 1000 Technology Drive

Rushford, MN 55871

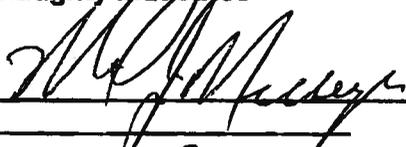
**Exhibit A
Rate Schedule**

Job Title or Description	Shift	Hourly Pay Rate	Hourly Bill Rate
CNC Operator	1 st	\$18.00	\$25.20

1.40

AGREED:

Client: Connaughty Industries

By 
Its _____

Dated: 2-28-2012

(SHIPPING & MAILING)

CONNAUGHTY INDUSTRIES INC.
1000 TECHNOLOGY DRIVE RUSHFORD, MN 55971
PHONE -507/864-3701 FAX-507/864-3703
CONTACT MIKE MESSENGER/OWNER
FED ID # 41-1767556

BANK INFORMATION

MERCHANTS BANK
1130 WHITEWATER AVENUE, ST. CHARLES, MN 55972
PHONE 507/932-4610 FAX 507/932-4614
CONTACT KEN GRANER

TRADE REFERENCES

MBM GLOBAL LOGISTICS, INC
4950 SERVICE DRIVE
WINONA, MN 55987
P-608-435-6600
F-608-435-6601

MCNEILUS STEEL INC.
BOX 249
DODGE CENTER, MN 55927
PHONE 507/374-6336 FAX-800/254-6660
CUSTOMER #0102088

STONE MACHINERY

Coya Lawrence
551 Phalen Blvd
St. Paul, MN 55130
P-800/879-2788
F-507/454-7703



employer solutions staffing group_{LLC}

New Staffing Client information Sheet

Company Name: Connaughty Industries

Billing Contact Name: Mike Messenger

Billing Address: 1000 Technology Drive
Rushford MN 55971

Physical Employee Location Address: Same as above

Phone: 507-864-3701 Fax: 507-864-3703

Billing eMail: mike@connaughtyindustries.com

What state will the employees be working in? MN

Number of Employees: 1-2

Date employees will become employees of ESSG: N/A, ,

Nature of Company's Business: Custom metal fabrication
and contract precision machine company.

Summary of Job Descriptions Involved: CNC operators - fuel
injection device

WC Code(s): 3632

Billing Rate(s): 1.40

FOR OFFICE USE ONLY

Company/Dept:	_____	Location Code:	_____
Class Code:	_____	Sales Rep:	_____
Ins. Co:	_____	Payroll Admin:	_____
WC Code:	_____	Accounting:	_____
Internal Rate:	_____		

Matt Forss

From: Karri Blair <karri@mebresources.com>
Sent: Tuesday, February 28, 2012 6:52 PM
To: 'Katherine Hitchcock'; Matt Forss
Subject: New Client
Attachments: Untitled.PDF - Adobe Acrobat Pro.pdf; Connaughty Industries- New staffing client informaiton sheet.pdf

Hello,

Here is a new client for MEB Resources.

Their pay periods run from Monday to Sunday. Their markup is 1.40 for regular and OT. They payday will be every Friday.

Let me know if you have any questions.

Thanks

Karri Blair
507.799.0076 office
507.398.3362 cell
www.mebresources.com

Excellence is not a skill. It is an attitude. ~Ralph Marston

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.1913 / Virus Database: 2114/4840 - Release Date: 02/28/12