

- 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 (depending on accepted pricing structure) according to terms on Exhibit A. 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.

Non-Solicitation of CMG Staff Employees

4. During the term of this Agreement and for the six-month period following its termination for any reason, CLIENT shall not, on behalf of itself or any other person, entity, business or corporation, hire, solicit or in any manner attempt, directly or indirectly, to influence, induce or encourage any permanent, corporate direct employee of CMG to leave the employment of Corporate Management Group. Client shall also not use or disclose to any other person, entity, business or corporation any information concerning the names and addresses of any permanent, corporate direct employee CMG. If Client wishes to hire any such an employee, Client shall pay CMG an amount equal to one year's current salary of the CMG Recruiter/Manager/Coordinator.

Duration of Agreement

5. This Agreement shall be for a term of one year and may be renewed by the parties thereafter for subsequent terms. Following the Initial Term, this Agreement shall remain in force from month to month until one party gives written notice to the other party at least thirty (30) days prior to the expiration of any monthly extension of the Initial Term. This Agreement may be cancelled at any time by either party by giving written 30 day notice to the other party.

AGREED TO:

Kong Company, LLC.

Signature: 

Printed Name: Clint Schaefer

Title: Manf. Mgr

Date: 3/1/18

Address: 16191 Table Mountain Parkway
Golden Colorado 80403

**Exhibit A
Rate Schedule**

Billing Multiplier	Rates
Recruited rate- 30 Day terms <i>CMG actively recruits employee</i>	1.40
Recruited rate - 7 Day terms <i>CMG actively recruits employee</i>	1.38
Payrolled rate <i>After 90 days or 520 hours</i>	1.33
Overtime and PTO rate	1.33

Early conversion fee is equal to 10% of employees expected first year annual earnings and will be applicable if client converts employee within 520 hours.

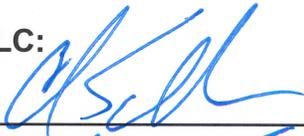
Work description: Rubber Injection Molding

Location: Golden, CO

If required, additional fees for Expanded Background Check, Physicals or Drug tests will be billed to Client as a "pass-thru cost" at the same rate/amount as charged to CMG/ESSG. Instant Nationwide Background checks are included in the above bill rate.

AGREED:

Kong Company, LLC:

Signature: 

Printed Name: Clint Schahrer

Title: Manf. Mgr.

Dated: 3/1/10