



CARE STAFFING

Professionals

Conflict of Interest & Solicitation Policy

All employees of Care Staffing Professionals shall make all reasonable efforts to ensure that no conflict of interest exists with its officers, clients, or subcontractors. Employee shall make a reasonable effort to prevent the use of their positions, certifications, or licenses for purposes that are, or give the appearance of being motivated by a desire for private gain for themselves or others such as those with whom they have family ties to a client, or other ties. Employees are subject to applicable conflict of interest codes and state law.

In the event Care Staffing Professionals determines a conflict of interest situation exists, any increase in costs, associated with the conflict of interest situation, may be disallowed by Care Staffing Professionals and such conflict may constitute grounds for termination. This provision shall not be construed to prohibit employment of persons with whom Contractor's officers, employees, or agents have family, business, or other ties so long as the employment of such persons does not result in increased costs over those associated with the employment of any other equally qualified applicant.

Furthermore, a significant amount of time and resources are invested in creating, delivering, and recruiting staff to meet contractual obligations undertaken by Care Staffing Professionals. Therefore, as a Care Staffing Professionals employee, you agree to decline any offer for employment pending notification to Care Staffing Professionals in writing if a client which you have been assigned has engaged, solicited, enticed or attempt to hire (other than by or through the contract between the Client and Care Staffing Professionals) you while employed with Care Staffing Professionals, Inc. If the Client does, however, hire any personnel referred by or provided by Care Staffing Professionals, employee or client shall be responsible for any cost (including, but not limited to preparation, training, courses, documentation, hours, background testing, and screening) associated with your selection, by way of Care Staffing Professionals, for assignment with the Client.

Care Staffing Professionals Temporary employees or candidates may accept offer of employment from the Client of with a division or subsidiary of the Client or with any other employer to whom the Client may have referred this individual, after 520 completed work hours, interview, or resume referral or submission; or after 90 days of employment with Care Staffing Professionals. Care Staffing Professionals may also release employees from segments of this agreement with consultation of the Client.

Signature

Today's Date

Please Print Full Name