

Primary Applicant Agreement

The following agreement is for informational purposes, World Wide Medical Staffing (WWMS) has the right to decide to hire any applicant, and the applicant has the right to be placed by WWMS. Both will agree to the following:

World Wide Medical Staffings' Commitment

Placement

WWMS 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 WWMS agree on the terms agreed to at the time of the extension. The AAL will be sent to the applicant upon verification of placement and requires the applicants' initials to represent agreement between all parties' expectations.

Pay Rate

WWMS 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, which is sent to applicant for final approval.

Travel to and from Travel Assignments

If applicable, WWMS will coordinate travel of one round trip through Corporations Travel Agency from applicants' hometown or nearest approved airport to facility and back home upon completion of travel assignment obligation. If the application departs or quits the assignment before the agreed upon completion date, applicant will pay for the return home costs. Applicant also agrees the WWMS may deduct these costs from their paycheck without further notice. If the applicant drives to the travel assignment, a mileage reimbursement policy will apply.

Housing

WWMS will use its best effort in facilitating placement for the applicant in reasonable housing accommodations while on a travel assignment, if applicable, final housing accommodations will be specified on the AAL. If applicable WWMS will provide a housing stipend to applicant so they can provide their own housing while on assignment.

Reimbursement

All requests for reimbursements are subject to WWMS approval and must be submitted to WWMS within 90 days of the occurring expenditure.

Licensure

WWMS agrees to assist applicant in obtaining proper licensure for travel assignments in other states. However, licensure is the sole responsibility of the applicant.

Benefits

WWMS agrees to provide the applicant with the benefits described in the WWMS benefit package, applicant is subject to the terms and conditions of the benefit program. WWMS reserves the right to change the benefits at any time without notification.

Deductions from Paycheck

Applicant authorizes WWMS and its agents to deduct from applicants' paycheck for any of the following travel assignment reasons: unpaid single supplement housing expenses that were incurred for rooming

alone instead of having a roommate, non authorized housing expenses such as replacing items taken from the housing accommodations, telephone and fax charges left unpaid at the time of departure, any other room service charges, damage/destruction to housing, fees' or penalties from leaving an assignment, and any other expenses owed to WWMS.

Disclaimer

WWMS reserves the right, and the applicant acknowledges that WWMS may at anytime and for any reason, change any rules, regulations, and or policies, with or without notice.

Applicants 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 WWMS secures placement for applicant at an assignment, applicant agrees that his or her acceptance will be binding, all details to specific assignment will be included in the AAL. Applicant is not obligated in any way to accept placement position secured by WWMS until the AAL is signed.

Employee at Will

Applicant acknowledges that WWMS employs applicant "at will" and that no employment promises have been made for any duration of time. Specifically, applicant understands that applicant may quit employment at any time with WWMS, with or without notice. Similarly, applicant understands that applicant may be discharged by WWMS at any time, without notice, for any lawful reason or no reason. Contract of employment can only be made by a written agreement between applicant and WWMS and requires the approval and signature of the president and chief executive office of WWMS or authorized representative. Further, for whatever reason, should facility decide to end applicants' assignment prior to completion date, WWMS may propose a new assignment as long as applicant is in good standing with WWMS.

Nondisclosure and Limited Non Compete

Applicant agrees not to disclose any WWMS trade secrets or any confidential or proprietary information of WWMS, its employees, facilities, or of patients of facilities. Applicant further agrees not to compete as a direct competitor or with a competing company at the facility assignment where applicant has been placed by WWMS for a term of 3 months after applicants' final day of work at the facility.

Non Solicitation of WWMS Employees

Applicant agrees not to solicit WWMS employees to work for a competing company while on assignment with a WWMS facility and for a period of 3 years thereafter.

Drug Screens

Prior to placement and throughout employment with WWMS, applicant consents to a urine, blood or breath sample for the purpose 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 WWMS.

Background Checks

Before the applicant is placed and throughout employment with WWMS, WWMS may, upon a facility's request, conduct background checks of any kind from any location for any purpose WWMS considers reasonable. Applicant also gives permission for the release of the results for determining the fitness of employment or continued employment.

Employment and Medical Information Release

I authorize WWMS to release any and all confidential employment and medical information contained in my employment file to any medical facility or entity with which WWMS has a staffing agreement and to any other government or regulatory agency at such agency's request. For all other purposes, WWMS shall keep my employment 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 hold WWMS harmless for any results(s) that arise with regards to the release of this confidential information by WWMS.

Travel

If applicable, applicant agrees to follow all WWMS rules regarding travel. If applicable, travel assignments will be specified in AAL.

Housing

If applicable, applicant accepts all WWMS rules regarding housing. If applicable, final housing arrangement will be encompassed in the AAL

. Applicant may elect to share housing, if available, or chose single supplement. If applicant chooses single supplement, they will receive a housing stipend. Applicant will be responsible for any loss or damage incurred to applicants housing property while no travel assignment. No guests, family or pets may share housing with the applicant if WWMS is providing the housing.

Recording of Time Worked

Applicant agrees to abide by WWMS procedures for reporting of time worked including the hospital supervisors approval for shift time worked and missed lunch periods. The WWMS work week begins 7AM Sunday and concludes at 6:59AM Sunday. Applicant's reporting time worked must reach WWMS each week by 9AM EST each Monday to be paid in the current week. Any late submission may be paid the following week.

Lunch Break Policy

Applicant will clock in and out for a period of no less then thirty (30) minutes and no longer than one (1) hour per facility or meal periods. If the facility requests the applicant to work their lunch period due to patient care and safety, the applicant agrees to obtain two proofs of approval by facility nurse managers as required by WWMS for each applicable shift.

Termination

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

General

Choice of Law

This agreement will be construed in all respects according to the laws of the state of Nevada.

Confidentiality of Agreement

WWMS and applicant will maintain the confidentiality and exclusivity of this agreement.

Agreement Review

WWMS and applicant agree that each party has fully read and reviewed this agreement and should any ambiguities arise, the interpretation of the ambiguity will not automatically be that of the applicant.

Equal Opportunity Employer

WWMS is an equal opportunity employer. WWMS 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, nation 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:
World Wide Medical Staffing
35787 Moravian Drive
Clinton Township, MI 48036

For Applicant:
Applicant Name: _____
Address: _____
