

TEMPORARY EMPLOYEE AGREEMENT

THIS AGREEMENT is entered into this _____ day of _____, 200____, by and between 1 KARMA, INC., a Montana corporation, d/b/a Advanced Employment Services, ("Company"), and _____ ("Customer").

RECITALS

A. Company is in the business of locating and providing qualified personnel for the permanent and temporary employment needs of its customers.

B. Customer desires to retain Company's services to provide an employee or employees to fill the position of _____.

IN CONSIDERATION of the above Recitals and of the mutual promises and conditions in this Agreement, it is agreed as follows:

1. Company will refer qualified individuals to Customer for the position described above.
2. Company will perform reasonable employment background checks on all referred individuals, and criminal background checks if requested. A background check will be deemed reasonable if Company performs such check within 30 days of the referral to Customer of the referred individual.
3. All referred individuals will be employees of Company, except as provided in ¶11 herein.
4. Except as provided in ¶11, Company will pay the referred individual's wages, as well as the employer's half of all payroll taxes, unemployment, and worker's compensation insurance incurred on behalf of the referred individual. Company will also prepare the necessary year-end tax records for the referred individual.
5. In the event Customer utilizes the services of a referred individual, Customer agrees to pay to Company the appropriate hourly fee, as determined by the following Fee Table, for each hour the referred individual's services are utilized by Customer.

[illegible]