

EXHIBIT A
Operating Agreement
Between “Owner” and “Consultant Company”

Consultant Company shall receive Fifty Percent (50%) of gross recruiting fees received by OWNER on any transaction whereby Consultant Company secured the Job Order contract with the hiring company AND located the candidate who was eventually hired.

Consultant Company shall receive Thirty Percent (30%) of gross recruiting fees received by OWNER on any recruiting transaction whereby Consultant Company secured either the Job Order contract with the hiring company OR located the candidate who was eventually hired, but NOT both, and another Consultant Company contracted with OWNER secured the coinciding Job Order contract or candidate.

Consultant Company shall receive Fifty Percent (50%) of gross recruiting fees received by OWNER (25% of total recruiting fee) on any recruiting transaction whereby Consultant Company secured either the Job Order contract with the hiring company OR located the candidate who was eventually hired, but NOT both, and another entity, secured the coinciding Job Order contract or candidate.

It is understood that it is normal operating procedure to provide hiring companies a guarantee whereby if a placed candidate leaves the company or is fired for just cause during a specified period of time (usually 30 days) that OWNER and Consultant Company shall replace the individual with a suitable and similar candidate. Consultant Company agrees to provide candidate search services in the event that one of Consultant Company’s candidates need to be replaced due to such a guarantee.

In the event that a refund period is agreed to, Consultant Company shall be paid half of his or her fee at the time of payment by the company and the balance at the end of the refund period. If a refund is required, Consultant Company shall refund all monies paid to him or her.

<Owner/Operator Company, Inc.>

<Consultant Company Name>

<Consultant Company Principal>

By: _____

By: _____

Title: _____

Title: _____

Owner

Consultant Company