



## Pre-Interview Agreement – Fulltime Recruitments

The Applicant desires to be considered for technical assignments with Software Research Group Inc. (SRG) or its customer and has provided SRG with information about his or her background and qualifications and WHEREAS SRG desires to consider the Applicant, has reviewed the information provided by the Applicant, and may arrange for the Applicant to be interviewed by SRG clients and WHEREAS in the course of the related discussions, SRG or its clients may disclose certain information, including information pertaining to SRG or its clients, to the Applicant

**THEREFORE, in consideration of the foregoing, the Applicant agrees as follows:**

1. Non-competition. Applicant agrees not to provide or attempt to provide (or advise others of the opportunity to provide), directly or indirectly, any services to any Client to which Applicant has been introduced or about which Applicant has received information through SRG or through a Client of SRG with which Applicant has interviewed, for one (1) year after such introduction, customers, subcontractors, or clients of the Client for whom Applicant contemplates rendering a service, directly or indirectly.  
Because Applicant may be involved in multiple introductions, receipts of information, or interviews, the conditions stated herein will remain in effect for a term of one (1) year from the date of the latest introduction, receipt of information, or interview.
2. Confidentiality. SRG is required to maintain the confidentiality of information obtained from Clients, as well as information regarding its own business. Therefore, Applicant agrees not to disclose to any third party any information relating to SRG, its agents, or its Clients, if such information was obtained in the course of Applicant's interview with SRG or with a Client of SRG and could reasonably be construed as confidential. Confidential information includes, but is not limited to, information regarding the existence of and details about any openings for which Applicant may be interviewed or has learned about through such interviews, and the identification of the Clients in regard to the openings.
3. Acceptance of Job Offer. If, the applicant after interviewing with a client, accepted by the client, applicant shall adhere to the terms and conditions of employment previously negotiated with SRG and confirmed in writing. Applicant must start the project as when asked by the SRG's client.
4. Breach. Because monetary damages are difficult to ascertain and are likely to be inadequate to compensate SRG for any breach of this Agreement, Applicant agrees that SRG shall be entitled to injunctive relief (both temporary and permanent) for any breach or proposed breach of this Agreement. In addition, Applicant shall be liable for any damages, costs and fees incurred by SRG related to any breach of this Agreement. Applicant also agrees to indemnify and hold harmless SRG for any and all losses, costs and other liabilities incurred, including costs and fees, related to any breach of the obligations set forth herein.
5. Contractor consents to run a background check and drug test according to the client guidelines.

I, the undersigned applicant do hereby authorize SRG to present or submit my candidature for the position in ECS Tuning ,Norton ,OH exclusively and no other party nor myself will directly or indirectly will deal any thing related to this Assignment at this location.

**Please provide the following information:**

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Postal Address: \_\_\_\_\_

\*Social Security Number (Last Four Digits only): \_\_\_\_\_

Note: Upon confirmation, the parties herein shall execute the formal employment agreement.

\* The last four digits of the social security number will be used for internal identification of the candidate entered in the SRG resource management system.