

b) Remaining Term

Employee minimum shall be \$30.00 per billable hour worked during the remaining term of this Agreement GCG minimum shall be \$ 16 per billable hour worked.

Combined minimum shall be the sum of Employee minimum and GCG minimum. All gross billing sums received above or below the combined minimum shall be split at the rate of 50% to Employee and 50% to GCG.

Employee's gross salary shall be calculated by the following formula:

$$\text{EmployeeGrossSalary} = \text{EmployeeMininum} + \frac{\text{ClientRate} - (\text{EmployeeMinimum} + \text{GlobalMinimum})}{2}$$

4. Green Card Sponsorship

GCG's Obligations

GCG will begin the Labor Certification Application process by advertising for posting after 120 days of billing on assignment under this Agreement and will file a Labor Certification Application within 60 days of the start of advertising. Thereafter, the following timeline shall be followed:

- GCG will prepare the I-140 Application within 90 days of filing the Labor Certification Application;
- GCG will file the I-140 Application within 2 weeks of GCG's receipt of the governmental approval of its Labor Certification Application; and
- GCG will file the I-485 Approval within 60 days of its filing of the I-140 Approval.

Employee's Obligations

- Employee will pay legal and filing fees in accordance with the following schedule:
- Upon filing of Labor Certification Application: \$400.00 (consisting of \$350.00 in legal fees plus \$50.00 in advertising fees)
- Upon filing of I-140: \$1785.00 (consisting of \$1650.00 in legal fees plus \$135.00 filing fee); and
- Upon filing of I-485: \$1785.00 (consisting of \$1250.00 in legal fees plus \$535.00 filing fee) for Employee. If Employee is filing for additional family members, the cost for each additional family member is \$1100.00 in combined legal and filing fees.
- It is expressly agreed by Employee, and GCG is hereby expressly authorized, that all sums due hereunder may be deducted directly from Employees pay by GCG. It is further agreed that the amount due shall be deducted at a rate not to exceed \$600 per bi-weekly pay period.

5. Benefits

The Employee shall also be entitled to receive benefits in accordance with the employee benefits available to all GCG employees during the term of this Agreement. Those benefits may be modified or eliminated from time to time in accordance with general changes in company policy upon prior notice to Employee. As of the date of this Agreement, and subject to GCG's right to modify or eliminate benefits, the following benefits are available to GCG employees: