

a. Health Insurance - Should Employee elect to obtain single or family health, dental or vision insurance through GCG, GCG agrees to contribute the lesser of \$3,000.00 or 50% of the cost of such insurance, beginning after three months of employment under this Agreement. Employee shall be entitled to insurance benefits, in accordance with GCG's applicable insurance contracts and policies, and applicable state law, as such benefits are provided in accordance with GCG's policies in effect from time to time. Employee's contribution to insurance shall be deducted from Employee's salary. All payments for the insurance shall be made directly from GCG to the insurance provider.

If employee elects not to obtain health insurance through GCG, he or she will receive, in addition to his or her regular salary (without deduction for health insurance expenses), a pay increase in the amount of 35% of GCG's contribution toward health insurance, as provided above.

b. Relocation Costs - GCG will reimburse 50% of Employee's relocation expenses in the event that relocation is required for an assignment arranged by GCG, in an amount not to exceed fifty (50%) percent of Employee's most recent month's gross salary. GCG will also pay an amount not to exceed fifty (50%) percent of the difference in any additional rent paid or rent termination charge incurred by the Employee as a result of such relocation, provided Employee gives written notice to GCG prior to signing origin of lease.

c. Out of Contract Compensation - GCG agrees to provide compensation in the amount of \$100.00 per week for up to four (4) weeks total during the term of this Agreement to Employee in the event that Employee becomes temporarily out of contract through no fault of his own during the term of this Agreement. There shall be a two-week waiting period before the Employee will begin to receive Out of Contract Compensation. In order to maintain eligibility for Out of Contract Compensation for the full four-week period, Employee is required to work cooperatively with the sales team in seeking new assignments.

d. Sick/Personal Time - GCG agrees to provide a maximum of five (5) days of sick/personal time during each year of employment during the term of this Agreement. Said sick/personal pay shall be at fifty (50%) percent of the rate of gross salary prior to the first day of illness.

e. Certification/Education - GCG will reimburse the reasonable expenses incurred by Employee for certification in the Employee's designated sphere of employment. Reimbursement shall only be provided where the Employee obtains approval from GCG in advance of incurring educational expenses and any such reimbursement shall be in the sole and absolute discretion of GCG.

Total reimbursement under this provision shall be \$350 per year where employee obtains advance approval for such expense.

6. Term: Termination

Subject to the termination provisions below, the term of this Agreement shall commence on the Effective Date and end two-and-one-half (2 ½) years after the Effective Date, subject to the following provisions:

i. Both parties reserve the right to terminate this Agreement in the event that the other party defaults in the performance of any material term of this Agreement. The non-defaulting party shall provide the defaulting party with 30-days written notice and opportunity to cure the default; if the defaulting party has not cured the default at the end of the 30-day period, the non-defaulting party may terminate this Agreement.

ii. In addition, GCG shall have the right to terminate this Agreement, whether with or without cause, on ninety (90) days notice to Employee.

iii. Employee may terminate this Agreement after the Effective Date at any time by giving written notice ninety (90) days in advance to GCG. In this case, Employee agrees to reimburse GCG for the expenses incurred by GCG relating to Employee's placement in the United States labor market,