including but not limited to, costs incurred in the course of relocating Employee and costs related to Green Card sponsorship. The amount of this reimbursement is set forth in the Permanent Placement clause in Paragraph 12 below. This amount is agreed by the parties to be fair and reasonable compensation for GCG's efforts and costs.

It is agreed that GCG will file for any extension of Employee's visa and pay normal legal costs for extension of Employee visa(s) reasonably necessary to complete the term of this Agreement. In the event that Employee's visa expires during the term of this Agreement and the Immigration and Naturalization Services does not renew said visa for any reason, the obligations of the parties to this Agreement hereto shall cease and this Agreement shall be void without recourse to the parties hereto, with the exception of the Non-Solicitation, Intellectual Property and Confidentiality terms outlined herein which terms shall in all events survive this Agreement.

7. Non-Competition and Non-Solicitation of Business

Following any termination of his/her employment under this Agreement, Employee shall not, for a period of twelve (12) months, directly or indirectly engage in any business that competes with GCG. This covenant shall apply within a radius of one hundred (100) miles of any GCG office, or any office of a GCG Client Company to which Employee was assigned within the six (6) month period prior to the termination of this Agreement.

Further Employee shall not, for a period of twelve (12) months following the termination of his or her employment under this Agreement, directly or indirectly solicit business from or contact for any business purpose any corporate customer or client of GCG with whom the Employee directly or indirectly worked or in any way communicated with during the twelve (12) month period prior to the termination of this Agreement.

the purpose of entering employment with a competing business.

Employee acknowledges that this covenant not to compete is necessary to protect the proprietary and related interests of GCG, and that the limitations contained in this paragraph are reasonable with respect to time, geographical area and scope of activities and do not impose a greater restraint than is necessary to protect the goodwill and other proprietary business interests of GCG. Should the Employee violate this paragraph, the one-year

Employee further agrees that during the period of employment and up until one year after the termination of employment, he/she will not induce or attempt to induce any other employee of GCG to leave GCG's employ for

which the Employee began such violation until he/she permanently ceases such violation. The alleged breach of any other provision of this Agreement asserted by Employee shall not be a defense to claims arising from GCG's enforcement of this paragraph.

Employee agrees that the violation of this provision will result in irreparable harm to GCG, and that GCG shall be entitled to seek injunctive relief enforcing this provision. This provision shall not prevent GCG from

period following the termination of this Agreement shall be extended automatically for the period of time from

shall be entitled to seek injunctive relief enforcing this provision. This provision shall not prevent GCG from availing itself of any other remedy available at law or at equity, including but not limited to a claim for monetary damages. The terms of this provision shall survive termination of the underlying contract and remain as an enforceable contract within its stated terms for a period of one (1) year from the date of termination of this Agreement.

Empl	oyee's	ŝ	initials		

8. Non-Solicitation

Employee hereby agrees that during the term of this Agreement and for a period of twelve (12) months following the termination of this Agreement, he or she will not, directly or indirectly, whether individually, as stockholder, partner, owner, employee, agent or creditor of any business, or in any other capacity, hire, retain, employ or solicit for employment, any person who was engaged by GCG.