



EMPLOYMENT APPLICATION
 Stafford Resources LLC dba Stafford Technology
 400 W. Wilson Bridge Rd., Worthington, OH 43085

Stafford Resources LLC is an equal opportunity employer and affords equal opportunity to all applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other status protected under local, state or federal laws.

Applications must be complete, signed and dated to receive employment consideration. Resumes may be submitted for additional information, but not in place of the application. Stafford Resources, LLC is required to verify identity and work authorization at the time of employment. If you require reasonable accommodation for any part of the employment process, please alert Stafford Resources to such need.

(PLEASE PRINT IN INK)

Position(s) Applied For		Date of Application	
Last Name	First Name	Middle Name	
Address	City	State	Zip Code
Telephone Number	Alternate Number	Email Address:	
What Job Boards do you post your Resume on?	1. _____		
	2. _____		
How did you hear about Stafford Technology?	1. _____		

Are you legally entitled to hold employment of the kind for which you are applying the United States? YES
NO

(If offered employment you will be required to show proof of a legal right to work in the U.S.)

Are you over the age of 18 years? YES
NO

(If no, you may be required to provide authorization)

Can you with or without reasonable accommodation perform the essential functions of this job? *(If you have any questions about the functions of the job, please ask the interviewer before answering this question.)* YES
NO

Have you ever applied to Stafford Resources LLC before? *(If yes, please give date.)* _____ YES
NO

Are you a former employee or independent contractor of Stafford Resources, LLC? YES
NO



If yes, list date of last employment and your name at that time:

Do you have a valid driver's license? *(For driving positions only.)*

YES
NO

Are you willing and able to secure a Driver's License, if a License is required?

YES
NO

What is your means of transportation to work?

Have you been convicted of any moving violations in the past five years?

YES
NO

If yes, please explain: _____

Is anyone related to you employed by Stafford Resources LLC?

YES
NO

If yes, please give their name and relationship to you. _____

Are you able to travel, relocate, or work overtime?

Please list any professional, trade or other organizations that you belong to that would be considered relevant to the position which you are applying for.

What salary or rate of pay do you expect to receive if employed? _____ per

Have you ever been fired or asked to resign from a job?

YES
NO

If yes, please explain. _____

On what date would you be available to work? _____

Days and Hours Available: (If employed, I will notify my supervisor in writing, should my availability change.)

Day Sunday Monday Tuesday Wednesday Thursday Friday Saturday

AM							
PM							



EDUCATION

	Name and Location of School	Course of Study or Major	# of Years Completed	Diploma/Degree
Elementary				
High School				
College				
Graduate				
Vocational				

Please list any academic honors, scholarships, offices held, etc. *(Do not list any which reflect your race, color, religion, gender, national origin, age, disabilities or veteran status.)*

Describe any specialized training, apprenticeships, licenses or skills.

Have you received any job-related training in the United States Military? YES NO
Please give dates and explanation:

EMPLOYMENT HISTORY *(Begin with current or most recent employer.) Do not exclude any employment. Include any applicable temporary employment attach another sheet if necessary. Previous salaries or wages will not be used to determine compensation at Stafford Resources LLC.*

Company Name	Employment Dates From To	Salary Start End	Name and Title of Supervisor
Address			
Phone	Describe your duties:		
Reason for leaving and explanation			
Company Name	Employment Dates From To	Salary Start End	Name and Title of Supervisor
Address			
Phone	Describe your duties:		



Reason for leaving and explanation

Company Name	Employment Dates From To	Salary Start End	Name and Title of Supervisor
Address			

Describe your duties:

Reason for leaving and explanation

Company Name	Employment Dates From To	Salary Start End	Name and Title of Supervisor
Address			

Describe your duties:

Reason for leaving and explanation

Have you ever been dismissed from a position? Yes No

If yes, you must explain where, when and why:

Please provide any other information that you feel will help us in considering your application for employment.

REFERENCES (Please list three persons, who are not related to, who can provide professional references.)

Name	Company	Phone Number/Email	Relationship / Occupation	Years Known



APPLICANT ACKNOWLEDGEMENT AND AUTHORIZATION

PLEASE READ CAREFULLY BEFORE SIGNING

I hereby certify that all of the information provided by me in this application (or any other accompanying or required documents) is correct, accurate and complete to the best of my knowledge. I understand that the falsification, misrepresentation or omission of any facts in said documents will be cause for denial of employment or immediate termination of employment regardless of the timing or circumstances of discovery.

I understand that submission of an application does not guarantee employment. I further understand that, should an offer of employment be extended by Stafford Resources LLC (hereinafter referred to as "[COMPANY]") that such employment with [COMPANY] is at will, for no specified duration and may be terminated by either [COMPANY] or myself at any time, with or without cause or notice. I understand that none of the documents, policies, procedures, actions, statements of [COMPANY] or its representatives used during the employment process is deemed a contract of employment real or implied. I understand that no representative of [COMPANY] except the President has the authority to enter into any agreement guaranteeing any conditions of employment or any agreement contrary to the foregoing statements and that any such agreements must be made in writing and signed by the President of [COMPANY].

In consideration for employment with [COMPANY], if employed, I agree to conform to the rules, regulations, policies and procedures of [COMPANY] at all times and understand that such obedience is a condition of employment. I understand that due to the nature of [COMPANY] business, attendance and punctuality are considered essential requirements of every job at [COMPANY] and that poor attendance or tardiness will result in disciplinary action.

I understand that if offered a position with [COMPANY], I may be required to submit to a pre-employment medical examination, drug screening and background check as a condition of employment. I understand that unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of these pre-employment tests and checks will result in withdrawal of any employment offer or termination of employment if already employed.

I hereby authorize any and all schools, former employers, references, courts and any others who have information about me to provide such information to [COMPANY] and/or any of its representatives, agents or vendors and I release all parties involved from any and all liability for any and all damage that may result from providing such information.

I understand that this application is considered current for three months. If I wish to be considered for employment after this period I must fill out and submit a new application.

BY SIGNING BELOW I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND AGREE TO THE ABOVE STATEMENTS.

Signature

Date

Name and number of person completing this form if other than applicant:

[COMPANY] IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER. ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION WITHOUT REGARD TO RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN, AGE, DISABILITY, VETERAN STATUS OR ANY OTHER STATUS PROTECTED BY LAW.



Employment Agreement
("Agreement")

Employee: _____ Date: _____

This Employment Agreement is entered into between the above-named employee and Stafford Resources, LLC. The parties agree as follows:

1. Terms used in this Agreement.

- a. **"Employee," "you" or "yours"** means the person named above who is or will be employed by Stafford Resources, LLC.
- b. **"Company" or "Stafford Resources"** means Stafford Resources, LLC dba Stafford Technology, with whom you are currently employed or will be employed; and its successors and/or assigns.
- c. **"Client"** means any person, business or other entity to which Stafford Resources has provided goods or services within the two (2) years preceding Employee's termination of employment, regardless of whether Employee worked with or provided services to that client during Employee's employment and regardless of the amount or extent of the goods/services provided to the client.
- d. **"Prospective client"** means any person, business or other entity to which Stafford Resources is actively seeking to develop a business/professional relationship at the time of Employee's termination.

2. INTRODUCTION. We are glad to have you as part of our team at Stafford Resources. Under this Agreement, you will be continuing or entering into an employment relationship with the Company. This employment relationship, whether new or continuing, is consideration for the promises made under this Agreement.

This Agreement remains in full force and effect even if your duties, position or job title changes due to promotion, demotion or for any other reason. If you leave Stafford Resources' employment and return to employment with the Company within six months, this Agreement will remain in full force and effect for the duration of your employment with the Company.

This Agreement remains in full force and effect during any period in which you are on leave, regardless of the cause or duration of the leave.

- 3. AT-WILL EMPLOYMENT.** Your employment with Stafford Resources is "at-will," which means either you or the Company may choose to end your employment for any lawful reason or no reason at all, with or without notice. Therefore, you understand your job with the Company is for no definite period of time. You further understand that you are not guaranteed any assignment or certain amount of work or income, and that Stafford Resources can terminate any assignment at its discretion.

We ask that you provide us at least two weeks' notice of your intent to resign. Failure to do so may result in the loss of certain benefits. Stafford Resources reserves the right to immediately terminate your employment upon your resignation or decrease the notice period. Stafford Resources will attempt to provide advanced notice of employment termination but cannot guarantee that such notice will be provided.

- 4. BEST EFFORTS.** You agree to devote your working time to the faithful and skilled performance of your duties for Stafford Resources and its Clients and to perform such duties to the best of your ability, experience and talent, industry standards, and to the reasonable satisfaction of the Company and Clients. You also agree to know, understand (or ask questions to get an understanding of) and follow all Company policies and procedures, and all federal, state and local laws.

Most work performed and services provided under this Agreement will be under the direction and control of the Client(s) to which you are assigned. You, however, agree to perform such services and work in a manner consistent with Stafford Resources' Employee Handbook and any other policy and procedure of Stafford Resources. You further agree to adhere to and work consistent with the lawful policies and procedures of any Client to which you are assigned.

- 5. COMPENSATION AND BENEFITS.** All compensation and benefits are provided solely by Stafford Resources. You expressly acknowledge and agree that you are not entitled to nor eligible for and will not make any claim for any benefits offered by Clients to which you are assigned including, without limitation, holidays, vacation, disability/medical or other insurances, pensions and retirement plans and the like. You agree not to receive any form of compensation or benefit directly from any Client unless authorized in writing by Jeremy Florea.
- 6. NO CONFLICTS.** By signing this Agreement, you warrant that you are capable of freely entering into this Agreement and that you are not subject to any type of written or oral contract or other agreement which would preclude you in any way from performing any services for Stafford Resources or its clients. You further represent and warrant you will not use any proprietary information, ideas or material of a former employer in the course of your employment with Stafford Resources.
- 7. END OF ASSIGNMENTS.** You understand and agree that upon the conclusion of each work assignment, it is your duty to contact Stafford Resources to inquire about additional work assignments. Failure to contact Stafford Resources within one week after an assignment's

end is considered voluntary resignation from our Company.

- 8. CONFIDENTIAL INFORMATION AND COMPANY OR CLIENT PROPERTY.** As an employee of Stafford Resources, and by virtue of your placement with a Client, you will learn or have access to information, documents, electronic files, databases, ideas, methods or materials or other information (collectively “Confidential Information”) which is confidential to the Company and Clients, and in which the Company or Client has proprietary interest or a legal obligation to keep confidential and protected. Confidential Information does not include information which is generally known to the public through no wrongful act or omission of any party.

This Confidential Information is the property of Stafford Resources or its Clients and is highly valuable to both of them. The disclosure of this Confidential Information would cause irreparable harm to Stafford Resources, the Client, both or others.

The following list includes *some* of the confidential information you may have access to during your employment. This list is not exhaustive, however, and you may have access to other information that is confidential to Stafford Resources and/or Clients. You further understand that this information is confidential whether or not it meets the definition of “trade secret” under state or federal laws.

Confidential Information includes, without limitation:

- Client or Prospective Client identities, bill rates, pay rates, terms and conditions of Stafford Resources’ relationship with Clients, sales history, business needs or projected business need, and similar information.
- Client or Company financial information, account numbers, credit card information or any like information.
- Company financial data.
- Identities of candidates or potential candidates, especially as those identities relate to a specific Client or placement.
- Business practices or methods, and other proprietary information which is unique to the Company and gives it a competitive advantage.
- Company’s marketing/sales methods, strategies, target and efforts.
- Ideas, strategies, recommendations or insights developed as a result of the Company and Employee’s relationship.
- Identity of Company’s vendors, suppliers, consultants, contractors or candidates, and the terms and conditions of those relationships.
- Any of the aforementioned information of a Client or its clients or customers.
- Any other information that qualifies as a trade secret under state and federal law.

a. **NON-DISCLOSURE.**

- i. You agree not to, in any way, disclose, transmit, gather or otherwise use the Confidential Information of Stafford Resources and its Clients, except in the course of Company/Client business. Non-disclosure applies to all Confidential Information

whether written, recalled from memory, electronic or in any other form or format. This Agreement applies both during your employment with Stafford Resources and after your relationship with the Company or any particular Client ends.

- ii. You agree not to give access to Company or Client software, databases, computers, or paper or electronic files or other files to any person unless specifically authorized in writing to do so by Jeremy Florea.
 - iii. This Agreement prohibits you from disclosing confidential information to any person, business or company including family members, friends, acquaintances, current or future employers or others with whom you come into contact, except in the course of legitimate Company or Client business or to exercise employment rights as described below, except as may be required by law.
 - iv. This provision is not intended to prohibit or prevent you from engaging in protected, concerted activity or to discuss the terms and conditions of your employment for the purposes of exercising your employment rights.
 - v. Disclosure of Company or Client Confidential Information with malicious intent, to gain a competitive advantage, in contravention of the law, or any reason other than exercising employment rights is strictly prohibited.
- b. **RETURN AND NON-TRANSMITTAL OF CONFIDENTIAL INFORMATION/COMPANY PROPERTY.** At the end of your employment with Stafford Resources and/or at the end of a Client assignment, you will promptly return all copies, in whatever form, of Stafford Resources' Confidential Information and/or the Client's Confidential information in your possession or control. You further agree to not remove or transmit by any means or take with you Stafford Resources' or Client's Confidential Information that is embodied in any form or medium.

You also agree to return all Company and/or Client property of any kind, whether containing Confidential Information or not, upon the termination of your employment or at the end of a Client assignment, at any time upon request. All property must be returned in the same condition, less normal wear and tear, as when you received it.

- c. **Legal Acknowledgment.** You will not be held criminally or civilly liable under any federal or state trade secret law for any disclosure of a trade secret that is made: (1) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney and solely for the purpose of reporting or investigating a suspected violation of law; or (2) in a complaint or other document that is filed under seal in a lawsuit or other proceeding. If you file a lawsuit for retaliation by the Company for reporting a suspected violation of the law, you may disclose the Company's trade secrets to your attorney and use the trade secret information in the court proceeding if you (1) file any document containing the trade secret under seal; and (2) do not disclose the trade secret, except pursuant to court order.

- 9. NON-SOLICITATION AGREEMENT.** As an employee of Stafford Resources, you will develop relationships with Stafford Resources' workforce, vendors, Clients, Prospective Clients, and others with which Stafford Resources does business. You will also receive specialized knowledge of and specialized training in Stafford Resources' business. You acknowledge that this specialized knowledge, training and development of such relationships are among Stafford Resources' most important assets and is of great competitive and commercial value to Stafford Resources, and that the improper use or disclosure by you is likely to result in unfair or unlawful competitive activity.

While employed by Stafford Resources and for 12 months after your employment with Stafford Resources ends for whatever reason, you agree not to solicit or in any way divert, or attempt to solicit or divert business or Clients away from the Company. You also agree not to directly interview with Clients during this timeframe.

As used in this section, and for the purposes of the Employee's non-solicitation obligations only, "Client" means all Company clients with which you have interviewed, or to which you have been assigned or provided any service during your employment with the Company.

While employed by Stafford Resources and for 12 months after your employment with Stafford Resources ends for whatever reason, you also agree to not:

- a. Accept business from or do business with any Client for which you have provided services or which you otherwise know is a Client or the subsidiaries, licensees, franchisees, or affiliates of the foregoing Clients, except that, while employed by Stafford Resources, you may do business with a Client as directed by Stafford Resources and in furtherance only of your assignment to the Client by Stafford Resources;
- b. Recruit or attempt to recruit the Company's workforce;
- c. Recruit or attempt to recruit the Company's candidates, or solicit or encourage them to discontinue their relationship with the Company;
- d. Solicit or encourage the Company's workforce to leave employment with the Company;
- e. Engage in any personnel staffing business or activity, whether as principal, consultant, agent, employee or independent contractor, competitive to the Company; or
- f. Interfere with or attempt to divert or solicit away from the Company any person, business, supplier, vendor, organization or contractor with whom Stafford Resources has a relationship.

- 10. LIMITATION ON EMPLOYMENT WITH CLIENTS.** During your assignment with and for 24 months after your assignment ends, you agree not to solicit employment from or accept employment with any Company Client or its subsidiaries, licensees, franchisees, or affiliates unless waived by written consent of Jeremy Florea. These limitations apply to all Clients to which you have been assigned and can run concurrent with limitations from previous assignments.

11. CONFLICTS OF INTEREST. You must be free of conflicts of interest that could adversely influence your judgment, objectivity or loyalty to Stafford Resources or the Clients to which you are assigned in conducting the Company or Client business and providing services to Company Clients. The Company recognizes that you may take part in legitimate financial, business, charitable and other activities outside your employment with Stafford Resources, but any potential conflict of interest raised by those activities must be promptly disclosed to Jeremy Florea.

Examples of conflicts of interest include, without limitation:

- a. Having outside employment with a direct or indirect competitor, vendor or consultant of the Company or the Client to which you are assigned.
- b. Providing the same or similar services offered by the Company to Clients or Prospective Clients outside of the Company, or providing the same or similar services offered by the Client to which you are assigned outside of the Client's business.
- c. Having outside employment or affiliations that affect your ability to satisfactorily and efficiently perform your work at Stafford Resources or the Client to which you are assigned, or represent Stafford Resources.
- d. Using confidential Company or Client information for your personal gain or advantage or for the gain or advantage of another, including having any interest in a business Stafford Resources is seeking to establish or terminate a business relationship with.

12. OWNERSHIP OF WORK PRODUCT/CLIENT RECORDS. All works, ideas, designs, branding, programs, discoveries, inventions, patents, products, client records, or other information, whether copyrightable or not, (collectively "Work Product") developed or created in whole or in part by you in connection with your employment with the Company or your placement with a Client will be the sole and exclusive property of Stafford Resources and/or the Client. You hereby irrevocably assign to Stafford Resources or the Client all right, title and interest in and to any intellectual property or other rights to Work Product. Upon request, you agree to take any action necessary to protect the Company's or Client's rights, interests and use of the Work Product, including, without limitation, assignment or grant of Power of Attorney or license or sub-license. Further, you waive all rights and any claims or causes of action of any kind against the Company or Client concerning Work Product rights.

13. EMPLOYEE'S OBLIGATIONS UNDER THIS AGREEMENT. The Confidentiality, Non-Disclosure, Non-Compete, Non-Solicitation, Conflict of Interest and Work Product Ownership provisions of this Agreement apply to you directly as an individual, as well as indirectly through any other person, company, business, enterprise, venture or any other direct or indirect means.

The obligations in the Confidentiality and Non-Disclosure, Ownership of Work Products and Miscellaneous provisions survive the termination of this Agreement in perpetuity unless specifically stated otherwise or are rendered unenforceable by law.

Any time period specified in this Agreement, including, without limitation, the time periods in the Non-Solicitation or Limitation on Employment with Clients provisions do not include any period of time in which you are in violation of this Agreement and/or the time required to

enforce any promises under this Agreement. Any claim you may have against the Company, including breach of this Agreement, does not constitute a defense to the Company's enforcement of the Non-Solicitation or Limitation on Employment with Clients provisions.

You acknowledge and agree that any violation of the Confidentiality, Non-Solicitation and/or the Limitation on Employment provisions would cause immediate and irreparable injury, loss and damage to Stafford Resources and/or its Clients such that an adequate remedy at law may not exist. Consequently, in the event of such violation, Stafford Resources will be entitled to temporary and/or permanent injunctive relief without the necessity of proof of actual damage or loss, as well as any other damages or relief deemed proper by a Court of law or other adjudicatory forum. You further acknowledge that, in the event a court determines that the length of time, or the activities prohibited under this Agreement are too restrictive to be enforceable, the court shall reduce the scope of the restriction to the extent necessary to make the restriction enforceable.

14. MISCELLANEOUS

- a. Employee acknowledges and agrees that the restrictions and promises outlined in this Agreement, and in view of the business in which Stafford Resources is engaged, are reasonable and necessary to protect the legitimate business interests of the Company, including without limitation, the Company's confidential and other proprietary information, good will, assets, business relationships and reputation, and other interests and do not interfere with your ability to earn a comparable living.
- b. This Agreement includes all agreements between you and Company. No other promises, agreements or understandings related to the subject matter of this Agreement exist which are not included in this Agreement. Any existing employment agreements are rescinded and rendered null and void by the execution of this Agreement.
- c. Modifications of this Agreement are only effective and binding if in writing and signed by both you and Jeremy Florea. This Agreement cannot be modified in any way by oral statement.
- d. Both you and the Company agree that Ohio law will govern all provisions of this Agreement, including any disputes hereunder. Company and Employee consent to the jurisdiction of the state and federal Courts of Ohio with venue in Franklin County, Ohio for adjudication of any dispute arising under or related to this Agreement.
- e. The Company reserves the right to assign this Agreement to an affiliated or successor company, or any other company, business or entity without notice. In the event this Agreement is assigned, all of the terms and conditions hereunder remain in full force and effect. Employee is prohibited from assigning this Agreement.
- f. Employee agrees that s/he will file any claim or lawsuit relating to employment with or termination of employment from the Company or a Client no more than six (6) months from the date of the employment action that is the subject of the claim or lawsuit. You hereby waive any federal, state, or local statute of limitation to the contrary.
- g. Should the Company need to pursue legal action to enforce any provision of this Agreement and prevail, you will be responsible for all attorney costs, filing fees or any other cost incurred in enforcing this Agreement or any subject matter thereof whether

in court, by arbitration, mediation or other recourse; and will reimburse the Company for the same.

- h. No course of conduct, course of dealing or failure or delay by any party in enforcing or exercising any rights under this Agreement will affect the validity, binding effect or enforceability of this Agreement, nor be deemed as an implied waiver of any right or provision of this Agreement. Any waiver by the Company of any promise or condition under this Agreement will not affect the other provisions hereunder. No waiver will be construed to be permanent or binding for the future.
- i. If any part of this Agreement is deemed to be unenforceable, invalid or illegal, the remainder of the Agreement will continue in full force and effect.

I have read the forgoing Agreement, understand my rights and obligations under the Agreement and agree to be bound by it.

EMPLOYEE

By: _____

Date: _____

Printed name: _____

STAFFORD RESOURCES, LLC.

By: _____

Date: _____

Printed name: _____

Title: _____