



Memorandum of Understanding

THIS MEMORANDUM OF UNDERSTANDING is made by and between On Trac, Inc. (the Company) and (Print Name) _____ (the Employee). The effective date of this Memorandum shall be the day of first employment with the Company operation located at _____ on (start date) _____.

I (Print Name) _____ fully understand that my employment with the Company is for the express purpose of completing the the assigned project noted as _____. This project is estimated to run from Date: _____ to approximately Date: _____. Due to acts of nature or other causes this ending period may be shortened, or extended, by the Company.

Employee understands and agrees that he/she is employed for the express purpose of this project only and are therefore not entitled to benefits of any kind from the Company. This in no way prevents you from appealing or applying for a permanent position with the company, should a vacancy occur.

Both parties acknowledge that this Memorandum does not limit either party's right, where applicable, by law. To the extent permitted by law, Employee agrees that if such an administrative claim is made, Employee shall not be entitled to recover any individual monetary relief or other individual remedies.

GOVERNING LAW, Choice of Forum and Interpretation. This Memorandum shall be governed and confirmed in accordance with the laws of the State of Tennessee without regard to the conflict of the laws provisions. The parties agree that any disputes arising under this Memorandum shall be resolved by appropriate state court in Tennessee.

ENTIRE AGREEMENT: This Memorandum set forth the entire agreement between the Parties hereto, and fully supersedes any prior agreements or understandings between the Parties.

The Parties knowingly and voluntarily sign this Confidential Memorandum of Understanding as of the date(s) set forth below:

By: _____

Date: _____

By: _____

Date: _____

OnTrac, Incorporated