



THREELEVEN LLC

Candidate Referral Restriction Agreement

DOCUMENT TYPE Applicant Restriction Agreement	EXECUTION METHOD Electronic Acknowledgment
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This Candidate Referral Restriction Agreement ("Agreement") is entered into by and between Threeleven LLC ("Threeleven") and the undersigned applicant ("Applicant").

1. Purpose

Applicant understands that Threeleven invests time, effort, recruiting resources, business relationships, and goodwill in identifying, screening, presenting, interviewing, and placing candidates with its clients, including hotels, properties, management companies, and other worksites.

2. Activation of Restriction

Applicant understands and agrees that this Agreement does not restrict Applicant merely for submitting an application. This restriction becomes applicable only if Threeleven refers, submits, presents, interviews, or places Applicant with a specific client, hotel, property, management company, or worksite, and Applicant agrees to be considered for, interviewed for, or assigned to that opportunity.

3. Direct-Hire Restriction

For a period of twelve (12) months following the most recent referral, interview, or assignment involving that specific client, hotel, property, management company, or worksite, Applicant shall not, without Threeleven's prior written consent, directly seek, accept, or enter into employment or engagement with that same client, hotel, property, management company, or worksite.

4. Limited Scope

This restriction applies only to the specific client or worksite to which Applicant was referred by Threeleven. It does not prohibit Applicant from seeking employment elsewhere or working for unrelated employers.

5. Legitimate Business Interests

Applicant acknowledges that this Agreement is intended to protect Threeleven's legitimate business interests, including its client relationships, goodwill, and recruiting efforts.

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6. Electronic Acceptance

Applicant agrees that acceptance of this Agreement by electronic checkbox, typed name, electronic signature, or other electronic acknowledgment shall be deemed valid and enforceable to the fullest extent permitted by applicable law. Applicant further agrees that a PDF or electronic copy of this Agreement may be provided by email and retained as evidence of acceptance.

Assigned Employee Agreement

I, _____ (the "Assigned Employee"), residing at _____

acknowledge and agree that, as a consequence of the work that I will perform at a worksite to which I may be assigned (the "Worksite"), I will not be entitled to and will not receive from the Worksite or from any client for whom I may perform services (the "Client"), any holidays, vacations, disability insurance, pensions, retirement plans or any other benefits that the Worksite or the Client may offer or provide to its regular employees from time to time including, without limitation, health insurance, life insurance, paid time off, and profit sharing.

I further acknowledge and understand that this Agreement does not create an employer-employee relationship with the Client.

Applicant Information

FULL NAME

EMAIL

PHONE

DATE

TIME

IP ADDRESS

APPLICANT SIGNATURE / ELECTRONIC ACCEPTANCE

I acknowledge and accept this Candidate Referral Restriction Agreement electronically.