

# iTCO Solutions, Inc. EXCLUSIVE REPRESENTATION AGREEMENT

TO: iTCO Solutions, Inc.  
CC: *iTCO Employment*

FROM:

Michael Sankovich

In consideration of the time, effort and expense iTCO Solutions, Inc. (iTCO) has expended in interviewing and submitting me for a possible engagement, I give you my exclusive authorization to submit me as a candidate for such assignment(s).

During the term hereof (i) I will not permit or authorize any other company or individual to submit me as a candidate for such assignment as an **Front End Developer** (ii) I not, directly or indirectly, work on any such related assignment except through iTCO at **Facebook**, confirm that I have not, during the last thirty days, authorized anyone other than iTCO to submit me as a candidate for this assignment.

This exclusive arrangement will remain in effect for one-hundred twenty (120) days from the date of signing.

I understand that this is not an offer or a contract of employment. If I am engaged for the above assignment, it will be pursuant to a separate written contract with iTCO. I understand that if this position is offered and accepted, I may be subject to a background and/or reference check.

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Michael Sankovich

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1/26/2016

iTCO Solutions, Inc. P.O. Box 610090

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