

EXHIBIT D

Benefits Waiver for Contractor Personnel

NITYO INFOTECH CORP. (Contractor) has assigned me to provide services to TCS. I hereby affirmatively state that I am not an employee of TCS, nor do I have any right to assert an employment relationship with TCS. I am an employee of Contractor and receive, and have received, all pay, remuneration, and benefits due and owing to me by Contractor. I have no claim to any pay, remuneration or benefits arising out of an employment relationship with TCS.

I further understand and agree that I am not eligible for nor entitled to participate in nor make any claim upon any benefit plan, policy, or practice offered by TCS, or any TCS Customer, its parents, affiliates, subsidiaries, or successors, to any of their direct employees, regardless of the length of my assignment to provide services to TCS by my employer, regardless of whether I am held to be a common-law employee of TCS for any purpose; and therefore, with full knowledge and understanding, I hereby expressly waive any claim or right that I may have, now or in the future, to such benefits and agree not to make any claims against TCS or Customer.

Print Name: _____ (Contractor Personnel)

Signed: _____

Date: _____