

IN THE CIRCUIT COURT OF ST. LOUIS COUNTY
STATE OF MISSOURI

KELLY MITCHELL GROUP, INC.,)		
)		
Plaintiff,)		
)		
vs.)	Cause No.	15SL-CC01830
)		
JASON HEILMAN,)	Division:	3
)		
Defendant.)		

CONSENT JUDGMENT

This matter is before the Court on Plaintiff Kelly Mitchell Group, Inc.'s ("*KMG*") Verified Petition for Injunctive and Other Relief. The parties hereby stipulate that the following Consent Judgment be entered by this Court in full and final resolution of this matter:

1. From the date of this Consent Judgment until January 31, 2016, (the "*Restriction Period*"), Defendant Jason Heilman ("*Heilman*") will not provide talent or active path pipeline marketing processes, strategy or consulting services, or technical platform, candidate or applicant management services to the users and/or companies listed on Exhibit A attached hereto and incorporated herein by reference.

2. In addition, during the Restriction Period, Heilman shall not be permitted to have business dealings with the entities identified on Exhibit A, relating to active path pipeline marketing processes, strategy or consulting services, or technical platform, candidate or applicant management services.

3. Defendant Heilman will not, directly or indirectly (including through or in association with any business venture), use or divulge to any other person or entity information relating to *KMG's* particular use of talent network active path pipeline marketing processes, *KMG's* strategy or consulting services, or technical platform (meaning *KMG's* applicant

tracking system and/or its candidate relationship management system), or KMG's candidate or applicant management services (the "*KMG Talent Network*").

4. Defendant Heilman warrants that he is not in possession or control of any KMG candidate lists, customer or client lists, job orders or any KMG active path pipeline marketing materials.

5. Defendant Heilman will not, directly or indirectly (including through any business venture he is party to, such as, without limitation, HereFish or LowJump), use or divulge any trade secrets or confidential information of KMG to any person, firm, corporation, or entity without the express written authorization of KMG, and will not use KMG's confidential information or KMG's particular talent or active path pipeline marketing processes, KMG's strategy or consulting services, KMG's technical platform, or KMG's candidate or applicant management systems to compete with KMG or to assist others in competing with KMG.

6. Defendant Heilman will not disclose or divulge to any person, entity, firm or company whatsoever or use for his own benefit or for the benefit of any other person, entity, firm or company, directly or indirectly in competition with KMG, any knowledge, or information he has relating to KMG's particular business methods, techniques, customer lists, inventory information, cost of inventory, statistics or suppliers of KMG, or its web design and networking information.

7. Heilman, on his own behalf or for the benefit of any other person, entity, firm or company, shall be permitted to provide or attempt to provide active path pipeline marketing services, strategy or consulting services, or technical platform, candidate or applicant management services to any and all persons and entities except to the extent specifically restricted in this Consent Judgment. Provided that Heilman has complied with the terms of this

Consent Judgment, if a person, entity, firm or company with which Heilman is entitled to do such business subsequently uses an active path pipeline marketing service, strategy or consulting service, technical platform, or candidate or applicant management service, that is not protected by this Consent Judgment, to do business with one or more of the entities on Exhibit A without Heilman's knowledge or involvement, Heilman will not be in violation of this Consent Judgment.

- 8. Each party shall bear its own costs and attorneys' fees in this matter.

So Ordered: _____
Judge Sandra Farragut-Hemphill

Dated: _____

SO ORDERED:

S. Hemphill
Judge Division 3
August 08, 2015

~~Hesse Martone, P.C.~~
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