



# Placement Fee Schedule

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The following example demonstrates our Recruiting & Search Services approach associated with the placement fee, and our one-year warranty provided on each candidate. For ease of calculation purposes, we will use the following set of assumptions to illustrate each milestone in our service approach:

- Assumption #1 – The Search Criteria is targeting a Network Administrator
- Assumption #2 – The Total 1<sup>st</sup> Year Compensation is \$50,000.00
- Assumption #3 – The negotiated placement fee is 20% of the 1<sup>st</sup> year total compensation
- Assumption #4 – The Candidate’s Hire Date is January 1st

**EXAMPLE: Total placement fee for CTS for successful new hire: \$50,000 \* 20% = \$10,000.00.**

Placement Fee Schedule - Milestones	Day	Percent of Placement Fee Earned	Placement Fee \$10,000
Milestone 1 – Candidate Hire Date	1	50%	\$5,000
Milestone 2 - 90 Day Candidate Evaluation	90	25%	\$2,500
Milestone 3 – Candidate One Year Anniversary	365	25%	\$2,500
<b>TOTAL:</b>	<b>365</b>	<b>100%</b>	<b>\$10,000</b>

**Milestone 1** – Network Administrator is Hired

New Hire Start Date: January 1

1<sup>st</sup> Year Total Compensation: \$50,000.00

Total placement fee for CTS for successful new hire: \$50,000 \* 20% = \$10,000.00.

**Milestone 1** Calculation: (a) 50% of \$10,000.00 or: \$5,000.00

(b) Balance due within 14 days of Candidate Hire Date (January 15<sup>th</sup>).

**Milestone 2** – Network Administrator Successfully Completes 90 days in position

New Hire Start Date: January 1 – **Milestone 2 achieved on March 31**

**Milestone 2** Calculation: (a) Total Placement Fee Due: \$10,000.00

(b) Fees Paid at Milestone 1 (Hired) - \$5,000.00

(c) Placement Fee Balance: \$ 5,000.00

(d) Fees Due for Milestone 2 (90 days): \$2,500.00

(e) Placement Fee Balance Due at 365<sup>th</sup> Day \$ 2,500.00

(f) Balance due within 14 days of Candidate’s 90<sup>th</sup> day (March 31<sup>st</sup>).

**Milestone 3** – Network Administrator Successfully Completes one-year in position

New Hire Start Date: January 1 – **Milestone 3 achieved on December 31**

**Milestone 3** Calculation: (a) Total Placement Fee Due: \$10,000.00

(b) Fees Paid at Milestone 1 (Hired) - \$5,000.00

(c) Fees Paid at Milestone 2 (90 day): \$2,500.00

(d) Total Placement Fee Paid to Date \$7,500.00 \$ 7,500.00

(e) Placement Fee Balance Due at 365<sup>th</sup> Day \$ 2,500.00

(f) Balance due within 14 days of Candidate’s 365<sup>th</sup> day (Dec 31<sup>st</sup>).

If the candidate leaves the position for any reason during the 91<sup>st</sup> day and the 365<sup>th</sup> day, the remaining Milestone 3 placement fee balance will not be due by the client. The client will have paid \$7,500.00 of the original \$10,000.00 placement fee, the remaining 25% (\$2,500.00 in this example) will be used to satisfy the 1<sup>st</sup> year warranty.