



## DIRECT HIRE FEE SCHEDULE, GUARANTEE, AND TERMS OF PAYMENT

### FEE:

Each Direct Hire Fee is based upon a percentage of the first year's annual salary, up to a maximum percentage of fifteen percent (15%). For example:

SALARY	PERCENTAGE	FEE
\$22,000	15%	\$3,300
\$27,500	15%	\$4,125
\$30,000	15%	\$4,500
\$33,000	15%	\$4,950
\$60,000	15%	\$9,000
\$80,000	15%	\$12,000
\$100,000	15%	\$15,000
\$250,000	15%	\$37,500

### GUARANTEE:

All direct hire fees are guaranteed for a period of ninety (90) days starting with the day the candidate begins their employment with the Client Company. If the candidate leaves without cause or is terminated for cause within the ninety (90) day guarantee period, **FORD PERSONNEL, INC.**, will replace the candidate at no additional charge. The Direct Hire Fee Schedule, Guarantee, and Terms of Payment require **FORD PERSONNEL, INC.**, be given the opportunity to replace the candidate. Under no circumstances will the Direct Hire Fee be reimbursed to the Client Company.

All search assignments are accepted on a **CONTINGENCY** basis only. There is no fee payment obligation on behalf of our clients unless an offer is extended and accepted by one of **FORD PERSONNEL, Inc.'s**, candidate referrals. A fee will be charged in the event a candidate referred by **FORD PERSONNEL, INC.**, is hired in any capacity within one (1) year of the date the candidate was referred to a client.

### ACCEPTANCE AND TERMS OF PAYMENT:

Your acceptance and utilization of applicant referrals from **FORD PERSONNEL, INC.**, constitutes your acceptance of the terms and conditions set forth in this Fee Schedule, Guarantee and Terms of Payment.

Unpaid balances after thirty (30) days will accrue interest charges of eighteen percent (18%) per annum plus attorney's fees and costs.