



Service Fee and Guarantee

Our service fees are on a contingency basis and are payable if, and only if, you engage the services of a candidate that has been referred to you directly through our efforts. The fee is payable should you or your affiliate engage such a candidate for any position within one year after our most recent communication relating to such candidate. In the event that the terms and conditions contained herein do not reflect your understanding, please contact us immediately.

Service fees are computed as a percentage of the total estimated gross compensation to be earned by the candidate during such candidate's first twelve (12) months of employment. The estimate is to be determined by *Fromm Corporate Search* the employer and the candidate at the time employment is accepted. Estimated gross compensation shall include a reasonable estimate of commissions and bonuses/ incentives, in addition to any salary to be earned by the candidate during the first twelve (12) months.

60-Day Replacement Guarantee

Our terms: A service fee will be billed upon date of hire. Amount is due upon receipt of invoice.

In the event of termination of the employee placed by *Fromm Corporate Search*, we offer a sixty (60) day replacement guarantee.

The guarantee is not applicable in the event that the employee is terminated because the employer has insufficient work for the employee. The employer must notify *Fromm Corporate Search*, in writing, of all the facts relating to the termination of said employee, within five (5) business days after said termination.

Your acceptance of referrals from *Fromm Corporate Search* shall be conclusive evidence of your acceptance of our fee schedule, terms and conditions.

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