

## AP Professionals Fee Schedule

Thank you for your confidence in **AP Professionals [AP]**. We strive to give you the best Value, Performance and Confidence in the services we provide.

AP's placement fee, payable by client company, is incurred only if you, or any affiliate, successfully hire an AP candidate submittal. As agreed, the following fee arrangement and conditions will apply for the 2010 calendar year with regards to any referenced opening.

Fee Parameter	Fee%
Annual W-2 Compensation	30%

This fee is payable if the employee is hired within 12 months of the last day referred by an **AP Professionals** representative, regardless of the employment classification [permanent, temporary, referred through another agency, consulting, or per-diem arrangement].

Payment terms are Net 10 days from the date of hire.

### References

AP Professionals will check a minimum of two business references and provide written reports outlining defined criteria. Any references **AP** checks are intended to be a cross section of a candidate's work experience and education as it relates to your specific requirements. Additional background checks [upon request] include criminal and thorough credit checks. Personality profiling is done specifically per individual client requests.

### AP Professionals' Guarantee

In the event the successful candidate leaves your employ [for any reason other than downsizing or reorganization, job elimination, merger or acquisition] within the first 120 days of employment, a prorated guarantee will be honored or a credit will be issued against the replacement fee. The refund or credit will be equal to 1/120 th multiplied by the number of days remaining on the guarantee.

### Confidentiality

We appreciate your confidence in us and ask that all referrals be held in good faith in accordance with the professional standards set by both your organization and AP Professionals.

Sincerely,

AP Professionals

Accepted by: \_\_\_\_\_

Print Name: \_\_\_\_\_