

FEE AGREEMENT

For Direct Hire Permanent Placement

Standard Fee Agreement options for all Direct Hire/Permanent Workday positions

Option 1
Contingent Search

25% of the first year's compensation

Option 2
Retained Search

Our retained search fee is \$5K/month (paid in advance, along with the executed agreement) + 10% of the first year's compensation.

Receive a \$3,000 discount when you provide a LinkedIn review that we can use.

- Our service fees are on a contingent basis and are only payable if our candidate enters into a service relationship with you or your affiliate within 12 months after our most recent communication relating to the candidate.
- Permanent Fee payment must be received within thirty (30) calendar days of the candidate's start date.

Kapital Data GUARANTEE

Should the candidate resign voluntarily or be terminated for cause within:

# of Days from Start Date	Refund % of Fees Refunded or Replacement at No Cost
30 days	75%
31-60 days	50%
61-90 days	25%

Candidates are referred to you in confidence and we will expect you to maintain such confidence. Also, we do not discriminate in the acceptance or referral of candidates on the basis of race, color, religion, sex, age, national origin, marital status, disability, or other protected characteristics.

Should the candidate be hired on a contract to hire – in that case there would be NO Conversion Fees after 24 months of contract period.

Sincerely,

For Kapital Data Corp

Kumar Mangala

Approved by:

For [Company Name]

First Name, Last Name