



Contingent Fees

Our placement fees are paid on a contingency basis solely by the employer when a person is hired through our referral. Fees are calculated according to the employee's first year guaranteed earnings, including bonuses or commissions that may be associated with the employee's annual salary. Fees are negotiated between the client and recruiter prior to any recruiting efforts.

Payment for placement of candidate is due no later than ten (10) days after the candidate's first day of employment.

Guarantee

We guarantee each placement for a period of 120 days from the date of hire. In the event that the employee hired through us is terminated (voluntarily or involuntarily) from his or her position of employment within the 120 days, at your option, HireQuality Solutions will honor the following:

- HireQuality Solutions will provide a replacement for the client at no additional fee.
- HireQuality Solutions will refund the fee on a pro-rata basis.

This guarantee is not applicable in the event that the employment is terminated due to downsizing or layoff.

This guarantee is contingent upon the client paying the fee, in full, within ten (10) days of the employee's start date.