



Greenhouse Agcy, Ltd.

Fees & Terms

PLEASE NOTE THE FOLLOWING FOR: "PERMANENT PLACEMENTS"

1. Our **Agency Fee** (the "fee") is equal to 15% of the agreed upon, starting **gross annual salary**. *
2. We offer a **Thirty (30) Day Free Trial Period** (the "trial period"). This trial period begins on the first day our candidate works and ends thirty (30) consecutive calendar days from that first day.
3. We offer a **90-Day Free Replacement/Credit Guarantee** on all placements. This begins upon the start of our Trial Period.
4. Should the candidate's employment end anytime between the beginning of the 4th month of employment through the end of the 6th month, you will retain a credit based on 60% of the Agency Fee that was already paid.
5. Our **Fee** is due and payable on or before the end of the **Trial Period**.

* **Greenhouse may, on occasion, seek to negotiate a modified arrangement, when the search involves a High-Level, Difficult-To-Secure or Candidate with Unique Specializations.**

I, the undersigned, agree to the above terms and fees.

CLIENT NAME: _____

AGREED TO BY: _____ POSITION: _____
(PLEASE PRINT) (PLEASE PRINT)

SIGNATURE: _____ DATE: _____