



**Greenhouse Agcy, Ltd.**

*Fees & Terms*

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**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 **Three Week Free Trial Period** (the "trial period"). This trial period begins on the first day our candidate works and ends twenty-one (21) 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. 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.**

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

CLIENT NAME: \_\_\_\_\_

AGREED TO BY: \_\_\_\_\_ POSITION: \_\_\_\_\_  
(PLEASE PRINT) (PLEASE PRINT)

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

AGREED TO BY: \_\_\_\_\_ POSITION: \_\_\_\_\_  
(PLEASE PRINT) (PLEASE PRINT)

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_