



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: NES LLC

AGREED TO BY: Richard KALW POSITION: CFO
(PLEASE PRINT) (PLEASE PRINT)

SIGNATURE: Richard Kalw DATE: 6/13/2017

From: Karyna Shuliak [redacted] 
Subject: Fwd: Greenhouse Agency Fees & Terms Agreement
Date: June 13, 2017 at 3:38 PM
To: Richard Kahn [redacted]



Hi Rich,
Thank you very much for following up with the agency. I think your last email took effect quickly:) Just received this email below. Please let me know what you think.
Thanks a lot!
Karyna

Begin forwarded message:

From: "[redacted]"
<[redacted]>
Date: June 13, 2017 at 3:34:25 PM EDT
To: [redacted]
Cc: "[redacted]"
<[redacted]>, Glenn
<[redacted]>, Tsering Dolma
<[redacted]>
Subject: Greenhouse Agency Fees & Terms Agreement
Reply-To: [redacted]

Dear Karyna,

As per Mr. Greenhouse's request, I have attached to this email the adjusted Fees & Terms Agreement. After you have gone over it and are ready to proceed, please sign (Either manually or digitally) and return it to us as soon as you can so that we may begin sending you candidates for consideration. If you could please get in touch with us to get the specifics for the positions you are seeking to fill, we would greatly appreciate it. If there is anything else you need or if you have any questions/concerns, please do not hesitate to contact us!

All The Best,

--

Christopher Cruz
Office Manager
Greenhouse Agcy, Ltd.
Phone: [redacted]

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New York, NY 10018



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