

Recruitment Agreement

Purpose of Agreement

This recruiting agreement is entered by and between "**JOB FINDERS**" (**Division of ECS SARL**) and (Hereinafter referred to as the "Client") to provide recruiting services for the various open position(s) of the Client.

JOB FINDERS goal is to assist the client in the hiring process, and provide client access to suitable candidates.

Article 1:

Undertaking of JOB FINDERS:

JOB FINDERS agrees to use reasonable efforts in sourcing, screening and recruiting suitable Candidates for the Client's open positions.

JOB FINDERS recruiting services are the following:

- 1- Search and identification of potential candidates proprietary resume database review, networking call, headhunting and direct contacts, getting resumes from different sources including advertising, leads and others.
- 2- Candidates screening and assessment through job interviews.
- 3- Referral of suitable candidates resumes to the client.

Article2:

Fees

- 1- The Client agrees to pay JOB FINDERS a one-time fee of 100% of the monthly financial remuneration package (Monthly gross salary incorporating any allowances) for each candidate signing a job offer or contract awarded by the client. In case the salary of the employee **was lower than 1200\$ the fees will be 1200\$.**
- 2- Payment for a candidate's engagement is paid 50 % upon contract signature (Copies of employment contracts should be sent to JOB FINDERS upon signature.) and 50 % should be settled within 3 days after the joining date.
- 3- The client will be in charge of paying the visa fees , travel expenses and any other fees related to emigration in the employee country.

Article3:

Replacement

1- JOB FINDERS will guarantee all permanent full time placements during the probation period and will then provide a one-time candidate replacement at no additional cost.

Article 4:

Rebate entitlement

1- If the relevant position is not filled with a candidate introduced by JOB FINDERS and which is agreeable to the client at no additional cost within 30 days from termination date, the client shall be entitled to the following rebate scheme should an employee or the company terminate an employee's employment contract within the following period of their employment:

Period from engagement to termination	Percentage of rebate on service charge
Up to 1 month	75%
Up to 2 months	50%
Up to 3 months	25%

Article 5:

Confidentiality and liability

- 1- The identity and resume of each candidate referred by JOB FINDERS constitute confidential and proprietary information and may only be used by client to evaluate a candidate, and may not be used for any other purpose or provided to a 3rd party without the prior consent of JOB FINDERS.
- 2- The Client Consents to the use of his name for advertising and commercial purposes only.
- 3- All proprietary information received from the Client will be held in strict confidence and used solely for the purpose of selecting qualified candidates.

The duration of the agreement is one year starting from date of signature and shall be renewed automatically under the same terms and conditions for the same period unless amended by mutual written agreement of the two parties and can be terminated by either party by prior notice of thirty (30) days.

This agreement is acceptable and binding upon both parties listed below when signed and dated.

Job Finders (Division of ECS sarl)	
By:	By:
<u>Authorized signature</u>	<u>Authorized signature</u>
Date:	Date: