



THE MADISON GROUP FEE AGREEMENT

CONTINGENCY BASED SERVICE AND FEE POLICY

The Madison Group, provides search and placement recruitment services to the engineering, information technology and accounting industries. Our services include providing the Client Company, (hereafter known as the "Client") with information concerning applicants whom you agree to consider for employment with your company. The applicants we present are obtained as a result of The Madison Group's, reputation, recruiting partners, and effective recruiting tools. Client agrees to keep confidential the identities and related information concerning applicants presented by The Madison Group to use the information solely for the purpose of Client's consideration of these applicants.

CONTINGENCY RECRUITMENT

It is understood by the Client that our recruiters work on a contingency basis. Because the relationship is nonexclusive, the applicants surfaced could possibly be presented to more than one Client. The fee for our services is earned if an applicant is hired, directly or indirectly on a permanent basis or on a contract or consulting basis by the Client or any of its affiliates, as a result of our efforts within one year of the date applicant(s) are submitted to the Client. The fee is also earned in the event the Client refers the applicant to another company who hires the applicant or sources and hires a reference supplied by applicant or The Madison Group. The fee is contingent on the hire, not the referral and is payable if the applicant is hired within one year of the last referral.

WARRANTY/COST

If the employee voluntarily leaves, or is discharged by the Client within 90 days from the date employment or contract work commences for reasons other than corporate restructure, The Madison Group will uphold a prorated credit toward a future placement. Client's replacement credit will never expire and can be utilized on any future hire. Warranty is contingent upon the Client paying full fee in accordance with the net terms of this contract. It is further understood that The Madison Group does not guarantee the performance of applicants.

FEE SCHEDULE

Our placement fee for position(s) on a contingency basis is 25% (Twenty Five Percent) of the first year's base salary as agreed upon at the time of hiring as accepted by the applicant, Client, and The Madison Group.

TERMS AND PROCEDURE

The Madison Group will contact both the Client and the applicant to review the conditions of employment or contract work when a bona fide offer of employment or contract has been tendered and accepted. The Madison Group will confirm the specific placement fee based on salary and/or hourly wage. The Client will be invoiced for the placement when it has been determined by The Madison Group that the offer has been tendered and accepted. Terms are net fifteen (15) days from the applicant's start date. Invoices that are not paid in full by the due date are subject to a late fee charge of 1.5% per month (18% per year) on the unpaid balance until paid. In the event a third party is required for collection of a debt, The Madison Group will be entitled to collection, court costs and reasonable attorney fees in the state where the placement occurred.

AGREEMENT

Acceptance of referred applicants constitutes approval of the above Fee Policy Provisions with or without signatures on this document.

Recruiting Company:

The Madison Group

Executive Recruiter's Signature:

Executive Recruiter's Title:

Date:

Client Company:

Client Contact Signature:

Client Contact Title:

Client Phone:

Client Email:

Client Address:

Date:
