

The Client may elect either the Standard Fee Model or the Alternative Fee Model. Under the Standard Fee Model, a placement fee equal to twenty percent (20%) of the candidate's first-year base compensation is due upon the candidate's start date. Alternatively, the Client may choose the Alternative Fee Model, which allows the fee to be paid in installments based on the candidate's continued employment: five percent (5%) after thirty (30) days, twelve and one-half percent (12.5%) after sixty (60) days, and an additional twelve and one-half percent (12.5%) after ninety (90) days. The Alternative Fee Model must be elected in writing prior to the candidate's first day of employment; otherwise, the Standard Fee Model will automatically apply.