

# Adaptive Alliance Group, LLC

## Direct Hire Agreement

### This agreement is standard for all clients of Adaptive Alliance Group, LLC

- {Client} will notify **Adaptive Alliance Group, LLC** within 36 Hours via email if a Job Opening has been put on Hold or Cancelled.
- {Client} agrees to provide timely, meaningful feedback to **Adaptive Alliance Group, LLC** regarding each candidate submitted.
- {Client} agrees to make payment to **Adaptive Alliance Group, LLC** within 20 calendar days after an **Adaptive Alliance Group, LLC** candidate starts date.
- **Adaptive Alliance Group, LLC** will replace the candidate or refund placement fees within 30 days, in the event of a candidate dismissal for **Cause** within 90 start date.
  - (**Cause: dereliction of assignments, deception of background or qualification, or significant violation of the clients' code of conduct**).

**Our fee is 12% to 19% of the agreed to Offered Annualized Salary (OAS)** and is due upon the successful placement of a candidate referred by **Adaptive Alliance Group, LLC**.

#### Hourly

- 10% of OAS (Hourly \$Rate x 2080) < \$20
- 12% of OAS (Hourly \$Rate x 2080) \$20 - \$30
- 13% of OAS (Hourly \$Rate x 2080) \$31 - \$36
- 14% of OAS (Hourly \$Rate x 2080) \$36 and up.

#### Salaried

- 12% for OAS Salaries below \$40,000
- 15% for OAS Salaries \$40,000 - \$70,000
- 17% for OAS Salaries \$70,000 and up

**All fees are payable net (20) days from the starting date of employment.**

We are proud to have successfully recruited the "right candidate" and stand behind our work: if paid within 30 calendar days after the starting date of employment, a 90-day guarantee will be in effect. If the employee terminates for any reason other than reorganization, elimination of position, material change in job responsibility or a takeover, we will issue a credit for the entire amount of the fee. You may use this credit for future hires made through a referral by **Adaptive Alliance Group, LLC**.

All referrals are made in confidence. **The agreed upon fee shall be paid if a submitted candidate is hired within one year.** The fee applies to candidates referred by **Adaptive Alliance Group, LLC** for a specified or an alternate position either as a direct hire employee, consultant, or independent contractor.

This agreement may be terminated at any time by either party with thirty (30) days advance written notice of termination to the other party. The 90-day guarantee and the client's obligation to pay a referral fee to **Adaptive Alliance Group, LLC** for client's hiring of a candidate referred by **Adaptive Alliance Group, LLC** during the term of this agreement, as described under this agreement, shall survive the termination of this agreement.

**Adaptive Alliance Group, LLC** prohibits discrimination of any type and affords equal employment opportunities to applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, or genetic information.

At **Adaptive Alliance Group, LLC**, we meet every candidate and will provide references. However, reference checks by **Adaptive Alliance Group, LLC** are not intended to be an exhaustive check of employment, education, and other background.

Thank you for your confidence in **Adaptive Alliance Group, LLC**, we appreciate your business.

**Adaptive Alliance Group, LLC**  
**William R Vancil / Sole Proprietor**  
**Lake Saint Louis, MO 63367**

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{Client}

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