

Personnel Consulting Services

This is to confirm our mutual understanding in the event that you employ an applicant that has been referred to you through our referrals. We require a copy of this agreement, signed by a principal of your company, send to **telefax # (USA) +1 978 287 0198**. If these terms do not reflect your understanding, please call us immediately.

IT-Careernet operates under the laws of the State of Massachusetts.

IT-Careernet does not discriminate in the acceptance or referral of candidates on the basis of race, color, religion, sex, national origin, marital status or age. Resumes submitted by **IT-Careernet** contain information furnished by the candidate, and has not been independently verified by **IT-Careernet**.

The fees are on a contingency basis and are payable only if a candidate is hired, directly or indirectly, through our referrals. Your acceptance of referrals from this agency constitutes your agreement with our schedule of service charges and terms. Referrals are on a confidential basis and responsibility for any breach of this confidence must be assumed by your company. Any action brought to enforce these terms shall include the right to reasonable attorney's fees and costs, whether filed or not.

We conduct reference checks for our own purposes. In evaluating candidates, you agree to thoroughly check candidate references independently. Should we provide you with personal, educational or employment background information on candidates, you agree to independently verify such information. The furnishing of names, addresses and telephone numbers of candidate references does not imply that they have been checked by us.

SERVICE FEES: Service fees for permanent positions of employment are computed as a percentage of the total estimated gross annual compensation to be earned by the candidate, during the candidates first twelve months of employment, as said compensation is determined by the candidate, employer and **IT-Careernet**, at the time of acceptance of the position. *Our service fee is 20% of the total first year's estimated gross annual compensation.*

IT-Careernet shall include a reasonable estimate of commissions, bonuses, incentives or other emoluments in lieu of or in addition to salary in projecting the total estimated gross annual compensation to be earned by the candidate during the first 12 months of employment in order to determine the service fee due our company. Said estimate shall be mutually agreed upon by the candidate, our office and the employer at the time of acceptance and shall not be increased or decreased thereafter.

GUARANTEE: We will replace the employee or refund the service fees which have been paid to us by an employer, at the employer's option, in the event that the employee hired through us terminates or is terminated from his or her position of employment, within thirty (30) calendar days from the date the employee commenced said employment, provided that the employer notifies us, in writing, of all of the facts relating to the termination of said employment within five (5) business days after said termination. This guarantee is not applicable in the event that the employment is terminated because the employer has insufficient work for the employee.

BILLINGS: Our fees shall be invoiced when the candidate commences employment.

TERMS: Net due upon receipt of the invoice.

For IT-Careernet:

By: _____

Date: _____

Roger Krieger, CEO
IT-Careernet.com
43 Partridge Lane
Carlisle, MA 01741, USA
Tel 978 287 4855
Fax 978 287 0198
Tel / Fax +49 69 25577 047 (UM Germany)
mail@it-careernet.com

For Client:

By: _____

Date: _____