Fee Schedule

The tables below set out the Company's standard fees subject to and incorporated into the Terms and its definitions. Any variation to the Fees and to the Terms are subject to written agreement by the Parties and agreed variations take precedence over the Terms in the event of conflict.

PERMANENT PLACEMENT FEE

Annual Remuneration Package	**30 %**

PERMANENT RETAINED ASSIGNMENT FEE

Retainer Fee: 1/3rd of Estimated Remuneration Package invoiced on Client acceptance of Terms and specification of the search assignment

Shortlist Fee: 1/3rd of Estimated Remuneration Package invoiced on presentation of a shortlist

Completion Fee: Balance outstanding of Fee, adjusted for any variance between the Estimated Remuneration Package and Annual Remuneration Package, invoiced upon a Candidate's acceptance of offer of an Engagement. If a Retained Assignment is cancelled after the presentation of a shortlist, then 80% of the Completion Fee (based on Estimated Remuneration Package) shall be invoiced and payable.

Retainer and Shortlist Fees are non-refundable.

FIXED TERM PLACEMENT FEE (PRO RATA AS PER CONTRACT DURATION)

Annual Remuneration Package	**30 %**

Where the Engagement is extended beyond the initial fixed term or where the Client Re-engages the Candidate within 12 months from the date of planned or actual termination (as applicable) of the first Engagement, the Client shall pay a further fee based on the Annual Remuneration Package applicable for the period of Engagement following the initial fixed term period up to the termination of the second Engagement or until the Candidate has been engaged for a total of one year.

MARKETING & COMMUNICATIONS PACKS

Where the Company provides the Client with marketing collateral in the form of a 'Candidate Information Pack' or bespoke website page, the Fee will be outlined in the Company's proposal document, is exclusive of any recruitment Fees unless stated otherwise and is invoiced and payable with the Retainer Fee or upon acceptance of the Company's proposal document in the case of a non-Retained Assignment.

LEADERSHIP ASSESSMENT

When the Company agrees to undertake a Leadership Assessment, the Fee will be SGD 1,300 plus GST per Candidate invoiced and payable upon issue of the Completion Fee in the case of a Retained Assignment or upon invoice of the Permanent Placement Fee.