Fees 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 to be laid down in the Assignment Confirmation. Agreed variations take precedence over the Terms in the event of conflict.

Permanent Contingent and Retained Search Placement Fee

Annual Remuneration Package	Fee %
Up to €74,999	25%
€75,000 and above	30%

Permanent Retained Assignment Fee

Retainer Fee:	1/3rd of Estimated Remuneration Package invoiced upon the signing of the Agreement or the Assignment Confirmation and accepting the applicability of these Terms.
Shortlist Fee:	1/3rd of Estimated Remuneration Package invoiced on presentation of a shortlist, which shortlist will be fleshed out in the Assignment Confirmation.
Completion Fee:	Balance outstanding of Fee, adjusted for 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	Fee %
Up to €74,999	30%
€75,000 and above	35%

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 Remuneration 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

If the Company agrees to undertake a Leadership Assessment, the Fee will be €1,120 plus VAT 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.

Permanent Placement Rebate Period

If a Candidate leaves the Client's employment within 8 weeks of commencement date for any reason apart from redundancy or change of job description or work conditions, and provided the Client having:

a) complied with the Terms and all applicable laws relevant to its obligations to the Candidate;

b) informed the Company in writing of the termination of employment within 7 days of date of termination, and;

c) paid the Fee within 21 days of invoice,

then the Company will, at its discretion either:

d) seek to provide a free replacement within 3 months of termination of employment, providing a second Shortlist in respect of a Retained Assignment; or

e) pay the following rebate to the Client:

Calendar Week of Candidate's Termination of Employment Following Commencement Date:	**% Refund:**
1-2	80%
3-4	60%
5-6	40%
7-8	20%
8+	0%

For a Retained Assignment, the refund shall only apply to the Completion Fee.

If the Client re-engages the Candidate within 12 months of the Introduction, the Client will repay any rebated payment to the Company.