

STANDARD FEE AGREEMENT – Capto Systems

The following fee schedule applies to executive search and placements.

FEE (per placement):	25% of first year's base salary*
	*Fee is based on base salary <u>only</u> there are no additional amounts for bonus, relocation allowance, sign-on bonuses, or stock options.
Replacement Guarantee:	30 Days from date of first employment.*
	<p>*Candidates who are terminated for cause, voluntarily leave employment, accept a counter offer or an offer from another employer during the first 30 days of employment will activate this guarantee.¹</p> <p>This guarantee allows for the replacement of the original candidate.</p> <p>¹This guarantee is not valid if the candidate leaves as a result of restructuring or any changes in the scope, title, responsibility or location of the original position.</p>
Payment Process:	Contingency Placement Fees
	Contingency Placement Fees are due on a NET 30 Day basis from the first date of employment.
General Information:	Contact / Payment
	<p>Capto Systems 16 Caisson Crossing Savannah, GA 31411</p> <p>A Division of Converging Point, Inc. (Federal Tax ID#: 20-4534558)</p> <p>Email: info@captosystems.com Web: www.captosystems.com Parent: www.converging-point.com</p>

For questions or more information, please call: (678) 528-8844