

# STAFF2000

MILLENNIUM PERSONNEL, INC

## **DIRECT HIRE TERMS**

Fee - 15% of Annual Salary

## **Terms & Responsibilities**

All applicant/candidates provided by resume or interview will be considered the exclusive property of Millennium Personnel, Inc. will be responsible for all contact between the client company and the applicant/candidate. At no time may the client company contact the applicant/candidate directly unless prior written permission is given by Millennium Personnel, Inc.

The client company is responsible for providing Millennium Personnel, Inc. with a thorough job description of duties to be performed for each position requested.

If an Millennium Personnel, Inc. applicant/candidate's resume or the applicant/candidate has interviewed and that interview was arranged through Millennium Personnel, Inc. with the client company a one-year waiting period from the date of the applicant/candidate's resume submission or interview with the client company must be satisfied before the client company may directly hire that employee. If an Millennium Personnel, Inc. applicant/candidate is directly hired prior to the one-year waiting period without notice of intent to hire to Millennium Personnel, Inc., the client company agrees to pay Millennium Personnel, Inc. a fee up to 30% of the employee's annual salary.

## **Discrimination**

Millennium Personnel, Inc. is an equal opportunity employer. Both Millennium Personnel, Inc. & the client company agree to abide by all federal & state statutes & regulations concerning discrimination against any applicant/candidate who may be considered under this agreement.

## **Invoices**

Millennium Personnel, Inc. Direct Hire invoices are due upon an offer of employment to a Millennium Personnel, Inc. applicant/candidate and acceptance of such offer by the Millennium Personnel, Inc. applicant/candidate.

## Guarantee

**SIXTY (60) Calendar Days REPLACEMENT Guarantee valid only if payment and original Fee Agreement is received no later than Three (3) business days after employee start date as stated above.**

*In the event that the employee leaves or is terminated for any reason within the SIXTY (60) calendar day guarantee period, Millennium Personnel, Inc. reserves the right to locate a suitable replacement. If resignation/termination occurs on or after calendar days SIXTY-ONE (61) it will be considered as a new order and a full fee will be charged with the SIXTY (60) day guarantee offered. If the fee for the employee has not been remitted by the client employer to Millennium Personnel, Inc. prior to the employee's leaving or termination, then Millennium Personnel, Inc. reserves the right to bill and collect from the client employer at a bill rate of sixty percent (60%) mark-up over the employee's starting pay rate per hour for the number of hours the employee worked for the client employer. Fees are non-refundable. Replacement is for one time only and no guarantee is offered with replacement regardless of any remaining balance on the original placement/guarantee. No time limit is set for Millennium Personnel, Inc. to locate a suitable replacement. Fees are not adjusted, increased or decreased from original fee amount for a replacement regardless of the salary amount offered to, accepted by and paid to the replacement candidate. Fees will not be refunded if client locates a replacement on their own. Fees are not transferable to another Direct Hire, Temporary or Temp-To-Hire position potentially, previously or currently listed with &/or filled by Millennium Personnel, Inc. This Agreement is specific to the job/position title, salary/salary range, fee percentage/amount, start date and job order as given at time the job order was taken, as stated herein.*

**By utilizing the services provided by Millennium Personnel, Inc. the client company agrees to the terms described.**