

TERMS OF BUSINESS



This contract covers the supply of services only.
The Consumer Guarantees Act does not apply.

ASSUMPTIONS:

A candidate introduced by Adroit Recruitment Ltd. (Adroit) will be considered to be an Adroit candidate for six months from introduction, during the period of contract, and for a six month period following termination of contract. If the candidate is hired/contracted within that period, a placement fee will be payable. The fee is also payable if the candidate is introduced to the client's subsidiary or third party by the client and subsequently hired by the subsidiary or third party.

FEES:

All fees are GST exclusive.

Permanent Placement:

- New Zealand
 - 15% of the total remuneration package received in the first year (up to \$200,000 per annum).
 - 17.5% of the total remuneration package received in the first year (over \$200,000 per annum).
- International
 - An additional 2.5% to the rates above.
- Search Assignment
 - 25% of the total package received in the first year.

For the purposes of package evaluation: a supplied car will be valued at \$10,000; 60% of expected performance-based earnings will be assessed as being part of the package. Other services such as psychometric testing, surveys and specific advertising are at the client's expense.

Contract Placement:

Hourly, Daily, Weekly, or Monthly rates as negotiated. As noted above, Contractors converted to Permanent Placements will incur the relevant fee as outlined above.

PAYMENT TERMS:

All Permanent Placement Fees are payable within 14 days of the date of invoice.
All Contract Fees are payable within 7 days of invoice.

GUARANTEE:

Adroit guarantees to provide a replacement free of charge if our permanent placement leaves, for any reason, within the first three months of employment. If we are unable to locate a suitable replacement within three months, we will provide a 100% credit against future placement fees. This guarantee is given provided the following conditions are met:

- i) We receive notification within seven days of the notification of termination of employment;
- ii) Any dismissal was not a result of redundancy or structural changes within the client's organisation;
- iii) We are given a period of 6 weeks on an exclusive basis to provide replacement candidates;
- iv) The original placement fee was paid on time.