

# GRAPHIC ASSISTANTS INC.

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fulltime

placement

guarantee

## FULLTIME PLACEMENT FEE AND GUARANTEE

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EFFECTIVE: JANUARY 1, 2005

### PLACEMENT FEE

15% of the Annual Starting Salary  
No fee charged unless a candidate is hired

### GUARANTEE

If the hired candidate leaves or is terminated within 90 days of the start date, Graphic Assistants Inc. will provide a suitable replacement at no additional cost.

### TERMS AND CONDITIONS

Guarantee valid only if candidate's vacated position is to be filled and notification of termination is received in writing by Graphic Assistants Inc. within 30 days of termination.

Payment of placement fee is due and payable within 30 days of invoice date or guarantee is null and void.

Guarantee valid for original placement only.

If Graphic Assistants Inc. is unable to find a suitable replacement candidate, a credit will be issued in an amount equal to the placement fee paid (excluding tax). This credit is non-transferable and limited to fees charged for permanent placements only. The credit is valid for a period of one year following the initial candidate's termination date.

All introductions are confidential. As such, any referral of a Graphic Assistants Inc. candidate to a third party, within one year of initial introduction to you or your company, will render you or your company liable for the placement fee if a hire results.