REALCOM

Direct Hire Agreement

Thank you for selecting RealCom to meet your staffing needs. RealCom specializes in hiring talented professionals in the wireless telecommunications industry. Please do not hesitate to contact us if you have any questions or we can be of additional service. We look forward to working with you.

Client Information			
Client Name:		Contact Name:	
Billing Address:		Title:	
		Phone:	
		Fax:	
		Email:	
Job Specifications			
Job Title:		Professional Name:	
Bill Rate:		Start Date:	

We request a fourteen (14) day notice should you wish to use our professional for other assignments. The bill rate may change to reflect the experience necessary to complete the assignment. In addition, we request a minumum of fourteen (14) day notice prior to ending any assignment.

"We Pay You - No Hassle" Guarantee

RealCom is confident that our placements will meet and exceed your expectations, that Realcom unconditionally guarantees your satisfaction. If at any time within the first 30 days you are not 100% satisfied with the professional assigned to you, just notify us, no justification necessary, and we'll cancel your bill and make every attempt to replace the professional within two (2) weeks of notice. Since we understand that replacing people has its own cost, when we find you a replacement, we will also give you an additional two week credit to your next billing statement – just to compensate you for the hassle.

Conversion Terms

Our professionals represent our inventory of skilled candidates and in the event you wish to hire direct within your employ or another employer to whom you refer them, you agree to pay a conversion fee. The conversion fee is payable if you hire a RealCom professional assigned to you, regardless of the employment classification as an employee or contractor, on either a full-time, temporary (including temporary assignments through another agency), or consulting basis within twelve months after the last day of the assignment. You also agree to pay a conversion fee if our professional assigned to you is hired by a subsidiary or other related company or business as a result of your referral of our professional to that company.

Conversion Fees

The general conversion fee is 20% of the professional's agreed upon bill rate calculated at an annual rate. However, if the professional is converted during the assignment period, the following discount applies:

Total Weeks (rounded up) billed to you for the converted professional's work in the twelve (12) months preceding the conversion.	**Cost of Conversion**: percentages are of the agreed upon bill rate calculated at an annual rate.
1 – 13 weeks (3 mos)	20%
14 – 26 weeks (6 mos)	15%
27 - 39 weeks (9 mos)	10%
40 – 52 weeks (12 mos)	5%
52 weeks or more	$5,000 or 5%; the lesser amount will apply

Payment

The conversion fee will be owed and invoiced upon hiring of a RealCom professional, and payment is due within thirty (30) days of receipt of invoice. The same conversion rates will be used if you convert our professional on a part-time basis using the full-time equivalent bill rate; however, the conversion fee will not be less than $2,500.

Other Agreed to Pricing Terms

Enter other agreed to pricing terms here.

Client has read and understands the foregoing Direct Hire Agreement and agrees to the terms and conditions:

Signature of Client's Authorized Representative	*Print Name*	*Date*
Signature of RealCom Representative	*Print Name*	*Date*

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