

Schedule A: Permanent Placement Fees

The fees below are based on the successful candidate's annual salary package. The total salary package includes wages, superannuation and fully maintained vehicle (\$18,000) or actual car allowance

PERMANENT PLACEMENT FEES

<u>Annual Salary</u>	<u>Placement Fee</u>
Up to \$80,000	18% of remuneration package, plus gst
\$80,001 to \$120,000	20% of remuneration package, plus gst
\$120,000 and above	22% of remuneration package, plus gst

EXCLUSIVITY BENEFIT

Requires exclusive listing of the vacancy with Arnold Group (no other agencies and/or internal processes). Total estimated fee will be calculated based on expected salary - then a 20% discount will be applied to the total. One third of the non discounted estimated fee is due and payable upon signing terms of business. Balance less the discount will be billed upon acceptance of an offer.

CONVERSION OF TEMPORARY WORKERS TO PERMANENT EMPLOYEES

Duration of Temporary Assignment - discount applied to full placement fee estimation

Hours Worked	0 - 495	496 - 995	996 - 1900	1901 +
Discount taken off full fee %	0%	20%	35%	50%

TEMPORARY EMPLOYEES OR CONTRACTOR PLACEMENTS

As a minimum, rates are based on relevant award requirements for the position or industry. Company EBA, existing salary structures or market rates may be used under agreement. Hourly charge rate will be confirmed prior the worker commencing. Hourly charge rates are inclusive on all statutory requirements such as superannuation, payroll tax and workcover insurance unless specified. Rates are exclusive of GST.

RECRUITMENT STRATEGY, CONSULTING, TRAINING AND TESTING

Arnold Group can assist in developing your company recruitment strategy and processes. We can also train your internal staff in recruitment and interview techniques to ensure best practice. Assignments are priced individually - ask for a quote.

