

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

Annual Salary Package Placement Fee

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 package - 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.

TEMPORARY EMPLOYEES OR CONTRACTOR PLACEMENTS

As a minimum, rates are based on relevant award requirements for the position or industry. Company EBA, existing salary package 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.