

TERMS OF BUSINESS

Bloom, Gross & Associates, Inc. charges a fee of thirty percent (30%) of the annual starting compensation (base pay plus signing bonus) of any executive we present to you and whom you subsequently employ. The fee is payable by an initial retainer of one-third of the thirty percent at the time we accept the assignment, one-third after the initial month of our search work, and the final one-third upon completion of the assignment. At the conclusion of the assignment, the initial retainer and the first month's billing are applied as credit against the thirty percent figure calculated at that time. Travel expense, when previously approved by the client, is billed as incurred.

Bloom, Gross & Associates, Inc. will guarantee each employee hired for three months (90 days from starting date). Should the employee leave within 90 days but after 30 days from the start date, we will replace the employee at no additional cost. Should the employee leave within 30 days from start date, we will refund the placement fee, provided we are notified within five working days of the employee's separation.

In the event a candidate submitted to you by Bloom, Gross & Associates, Inc. is referred by you to another employer and finds employment with such employer, Bloom, Gross & Associates, Inc. will look to you for its fee unless you arrange with such employer for payment of the fee.

All qualified candidates will be referred without regard to race, color, national origin, sex, age or physical disability in keeping with state and federal employment opportunity laws.

AGREED and Consented to this day: _____

By: _____

Title: _____

Company Name: _____