FEE SCHEDULE AND OUR GUARANTEE

OUR FEES

Our fees are payable by the Employer, otherwise herein known as the Client, contingent upon the hiring of a candidate referred by Davron, LLC. **Our fee for a permanent placement search assignment shall be at a rate of 20% of the employee's first year's annual compensation.** Payment for contingency search services rendered is due within 10 calendar days of the employee's start date.

RESUME ACCEPTANCE

Client agrees to notify Davron, LLC. account manager immediately regarding any resumes submitted for individual candidates who have previously applied independently or through a separate recruitment channel, so that candidate jurisdiction may be turned over right away. Otherwise, Davron, LLC. will consider each resume accepted, in order to continue facilitation of evaluations and interviews for hiring of its candidates. Acceptance of each resume constitutes agreement by your company to the above fee schedule. Each candidate resume is valid for a period of twelve (12) months from the date of submittal and any contact with the candidate by the Client during this period shall be under the representation of Davron, LLC. Documentation such as email correspondence and employment applications may be requested for additional verification.

OUR GUARANTEE

If the fee is paid within ten (10) calendar days following the employee's start date, a pro-rated 90-day credit guarantee will be in effect, whereby if the employee terminates prematurely (during the first 90-days of employment) the Client may request a credit to be applied towards the next contingency search. The foregoing guarantee is not available if the employee is terminated by the Client as a result of a general layoff due to business conditions, relocation of offices or due to any other reason or condition not caused by the employee's inability to perform the duties for which the employee candidate was hired. The foregoing guarantee is also not available if the employee candidate resigns due to a significant misrepresentation by Client and/or change in the duties of the position for which the employee candidate was originally hired.

PRE-EMPLOYMENT SCREENING

As a part of our recruiting process, it is Davron's policy to provide a pre-employment screening service intended to qualify and evaluate candidate experience and qualifications. Upon Client request, Davron will complete reference checks, employment verifications, and educational verifications. The cost for these tasks is included in the base fee. These tasks are not intended to be an exhaustive background check and are meant to provide answers to specific questions as well as for general information purposes only. Background checks such as criminal, DMV and drug tests may be administered by Davron upon request for an additional fee. Additional fees and charges must be preapproved in writing. Davron, LLC. is not liable for any inaccuracies or misrepresentations on a candidate's resume.

CONSIDERATION

Client agrees to pay the amount(s) herein specified in return for recruiting and pre-employment services to fill any relevant position designated by Client. Client understands and agrees that Davron facilitated placements involving reconnection of former employees and contractors of Client are included unless, the last date of employment or contract was less than six (6) months prior to the Client's first request for relevant placement services for any specified position.

NON-SOLICITATION

Davron, LLC. agrees that it will not engage in employment discussions with or otherwise solicit, recruit, hire, or refer for employment any hired Candidate for which it earned a fee hereunder during the period of Candidate's employment with Client.

COLLECTIONS

Accounts not paid within ten (10) days of the date of the invoice are subject to a 1.5% monthly finance charge. If Davron, LLC. is required to hire an attorney to collect the contracted fee, Davron, LLC. will be entitled to all reasonable attorney's fees and costs incurred to effect collection from Client, including those incurred for all pre-suit and appellate collection efforts. Exclusive venue and jurisdiction for any litigation shall be in Pasco County, Florida and Florida law shall apply. Client waives trial by jury.

Authorized Signature *Date*	*Authorized Signature* *Date*
Printed Name and Title	*Printed Name and Title*
Davron, LLC.	*Legal Company Name / Client*