

CONTINGENCY SEARCH AGREEMENT

Date: [Date]

Between:

[Recruiting Firm Name]

[Address]

[City, State, Zip]

And:

[Client Company Name]

[Address]

[City, State, Zip]

This agreement outlines the terms under which [Recruiting Firm Name] will provide recruiting services to [Client Company Name] to identify and introduce qualified candidates for the position of [Job Title].

1. Contingency Basis

Fees are earned only if a candidate introduced by [Recruiting Firm Name] is hired by [Client Company Name] within twelve (12) months of the initial referral. If no hire is made, no fee is due.

2. Placement Fee

The professional fee for each placement shall be [Percentage]% of the candidate's first-year estimated total annual cash compensation (base salary plus any guaranteed bonuses).

3. Payment Terms

Invoices are issued on the candidate's first day of employment. Payment is due within [Number] days of the invoice date.

4. Guarantee Period

Should the candidate voluntarily resign or be terminated for cause within [Number] days of their start date, [Recruiting Firm Name] will provide a one-time replacement search for the same position at no additional cost, provided all original invoices were paid on time.

5. Confidentiality

Candidate resumes and information provided by [Recruiting Firm Name] are strictly confidential. If [Client Company Name] refers a candidate provided by the firm to another department or employer who subsequently hires the candidate, the standard fee remains due.

6. Acceptance

By signing below or interviewing a candidate presented by [Recruiting Firm Name], [Client Company Name] agrees to the terms stated above.

For [Recruiting Firm Name]:

Signature: _____ Date: _____

Name/Title: _____

For [Client Company Name]:

Signature: _____ Date: _____

Name/Title: _____