

Date: [Insert Date]

Between:

The Agency: [Insert Agency Name], located at [Insert Address]

The Client: [Insert Company Name], located at [Insert Address]

Exclusive International Recruitment Fee Agreement

1. Scope of Exclusivity

The Client hereby appoints the Agency as the exclusive recruitment partner for the procurement of international candidates for the following position(s): [Insert Job Title/Department]. This exclusivity period shall remain in effect for [Insert Number] months from the date of this agreement.

2. Placement Fee

The Client agrees to pay the Agency a recruitment fee equal to [Insert Percentage]% of the candidate's total first-year annual gross compensation. This includes base salary and any guaranteed signing bonuses.

3. Payment Terms

The fee is earned upon the candidate's acceptance of the offer. Invoices are payable within [Insert Number] days of the candidate's official start date.

4. International Expenses

The Client agrees to reimburse the Agency for pre-approved international costs, including:

- Visa processing and sponsorship fees
- International background checks
- Candidate relocation or travel expenses (if managed by the Agency)

5. Replacement Guarantee

Should the candidate leave the company voluntarily or be terminated for cause within [Insert Number] days of their start date, the Agency will provide one replacement candidate for the same role at no additional recruitment fee, provided all invoices were paid on time.

6. Non-Circumvention

The Client shall not hire any candidate presented by the Agency through alternative channels or third parties for a period of [Insert Number] months following the initial introduction.

7. Governing Law

This agreement shall be governed by the laws of [Insert Country/State].

Signed for the Agency:

Name/Title: [Insert Name/Title]

Signed for the Client:

Name/Title: [Insert Name/Title]