

Date: [Insert Date]

Between:

The Agency: [Insert Recruitment Agency Name]

Address: [Insert Agency Address]

The Employer: [Insert Hiring Company Name]

Address: [Insert Company Address]

Subject: Volume Overseas Hiring Placement Fee Agreement

Dear [Insert Contact Name],

This letter confirms the agreement between [Agency Name] and [Employer Name] regarding the recruitment and placement fees for volume overseas hiring for the project/role of [Insert Job Title/Project Name].

1. Scope of Services

The Agency agrees to source, screen, and provide qualified overseas candidates for a minimum of [Insert Number] positions. The Employer agrees to use the Agency as a [Primary/Non-Exclusive] provider for this volume hiring project.

2. Placement Fee Structure

In consideration of the volume of hires, the following discounted fee structure shall apply:

- **Fee per Hire:** [Insert Amount or % of Annual Salary]
- **Total Estimated Hires:** [Insert Number]
- **Payment Terms:** [e.g., 50% upon visa approval, 50% upon deployment]

3. Invoicing and Payment

Invoices will be issued upon [Insert Milestone, e.g., Candidate Arrival]. All payments must be settled within [Insert Number] days from the date of invoice via [Insert Payment Method].

4. Replacement Guarantee

The Agency provides a replacement guarantee period of [Insert Number] days. If a candidate resigns or is terminated for cause within this period, the Agency will provide a one-time replacement at no additional placement fee.

5. Exclusivity and Validity

This volume pricing is valid until [Insert Date] and is contingent upon the Employer hiring a minimum of [Insert Number] candidates within the specified timeframe.

6. Governing Law

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

Please sign below to indicate your acceptance of these terms.

For the Agency:

Signature: _____

Name/Title: [Insert Name/Title]

For the Employer:

Signature: _____

Name/Title: [Insert Name/Title]