

EXECUTIVE SEARCH REPLACEMENT GUARANTEE AGREEMENT

Date: [Insert Date]

[Client Name]

[Client Address]

[City, State, Zip Code]

Re: Replacement Guarantee for [Candidate Name] - [Job Title]

Dear [Client Contact Name],

This letter serves as a formal agreement regarding the replacement guarantee for the placement of [Candidate Name] in the position of [Job Title], effective [Start Date].

1. Guarantee Period

[Executive Search Firm Name] provides a replacement guarantee for a period of [Number, e.g., 6 or 12] months from the candidate's start date (the "Guarantee Period").

2. Terms of Guarantee

Should the placed candidate's employment be terminated by either party within the Guarantee Period, [Executive Search Firm Name] will perform a new search for a replacement candidate at no additional professional fee to [Client Name], provided that:

- The full recruitment fee was paid within the original agreed-upon timeframe.
- The termination is not a result of a significant change in the job description, company restructuring, redundancy, or a change in work location.
- [Client Name] notifies [Executive Search Firm Name] in writing within [Number] days of the termination.

3. Exclusions

This guarantee is a one-time replacement per original placement. Out-of-pocket expenses related to the new search (such as pre-approved travel or specialized background checks) will be billed to the client at cost.

4. Confidentiality

All terms of this agreement and information regarding candidates shall remain strictly confidential between both parties.

Please sign below to acknowledge your acceptance of these terms.

Sincerely,

[Your Name]

[Your Title]

[Executive Search Firm Name]

Accepted and Agreed:

Signature: _____

Name: [Client Representative Name]

Title: [Title]

Date: [Date]