

**Date:** [Insert Date]

**Between:** [Agency Name] ("Agency")

**And:** [Client Company Name] ("Client")

# Volume Hiring Placement & Replacement Fee Agreement

This agreement outlines the terms for high-volume recruitment services and the associated replacement fee structure for the project starting [Start Date].

## 1. Scope of Hiring

The Agency agrees to source and place a minimum of [Number] candidates for the position of [Job Title] within the period of [Time Frame].

## 2. Placement Fees

The Client agrees to pay a placement fee of [Percentage]% of each candidate's first-year annual salary, or a flat fee of \$[Amount] per hire.

## 3. Payment Terms

Invoices are due within [Number] days of the candidate's start date.

## 4. Replacement Guarantee

If a placed candidate leaves the company or is terminated for cause within [Number] days (the "Guarantee Period"), the Agency will provide a one-time replacement for that position at no additional cost.

## 5. Conditions for Replacement

- The Client must notify the Agency in writing within [Number] days of the candidate's departure.
- All original placement invoices must have been paid in full and on time.
- The termination must not be due to restructuring, layoff, or a change in job description.

## 6. Refund Policy

If the Agency is unable to find a suitable replacement within [Number] days of notification, the Agency will [choose one: issue a credit note / refund 50% of the original fee].

**Signatures:**

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[Agency Representative Name]

[Title]

[Date]

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[Client Representative Name]

[Title]

[Date]