



## MARQUEE STAFFING PRICING POLICY

Our employees represent our inventory of skilled professionals. These pricing policies were developed in recognition of the significant cost associated with recruiting and retaining qualified contract personnel.

Marquee Staffing does not price our product based upon “mark-up” or “hours worked”.

In those instances where our customers would like to either hire a referred associate outright or convert a contract (i.e. temporary) employee to their regular payroll the following pricing structure applies.

The cost to our clients to retain or hire a Marquee Staffing associate is as follows:

### *Direct Hire:*

Our fee is 1% per thousand of the associate’s anticipated annual salary capped at 30%.

Our clients may convert a contract (i.e. temporary) associate to their regular payroll at anytime during the contract (i.e. temporary) period in accordance with the following policies. Adherence to these policies allows Marquee Staffing to offset the expense incurred to replace the converted associate in our candidate labor pool in terms of both lost opportunity and fixed costs.

### *Contract to Hire:*

Our fee is 1% per thousand of the associate’s anticipated annual salary capped at 30%.

It is customary to give some credit at the time of placement for margin already earned less consideration of the expenses incurred by Marquee Staffing both during the course of the associate's employment as well as the costs which will be incurred to replace this individual in our candidate pool.

It is incumbent upon the Client to negotiate this release with Marquee Staffing and notify Marquee Staffing of their intent to convert said employee. All conversions will be effective only upon the service issuing written confirmation to the Client and the Client being in compliance with all other terms of our contract.

Please refer your staffing agreement (located on the rear of the timecard) or direct hire agreement for additional information.