



SERVICES FEE SCHEDULE

Full Search

The initial fee is computed at 30% of estimated maximum base salary. The final fee is computed based upon 30% of guaranteed earnings with two fee programs available. The first calls for three equal payments over 90 days, each at 10% of maximum salary with final adjustment based upon actual hire. The second calls for two payments each at 10% of maximum base salary over 60 days with the third due upon hire (with certain protections for both parties).

A fixed fee option is also available where the client and JC&A agree upon a total compensation figure for the search. JC&A will then invoice the client in three equal installments at an annualized rate of 30%.

Fees are for services rendered and are non-refundable. JC&A is the exclusive recruiting channel. Expenses are billed separately with no administrative surcharge. When multiple searches are authorized at the same time, reduced fees as low as 23% are offered.

Limited Search

The final fee is 25% of annual earnings, only if the candidate is a referral through JC&A. The initial retainer is 15% of earnings with the reduced balance due upon hire (again, only if the referral is via JC&A).

When four or more searches are authorized, the final fees due are reduced to 23%, as the hires are completed. The initial retainer is for services rendered and is non-refundable. Expenses are billed separately.

Other Services

Other services include fee based consulting assignments at \$2500.00 per diem; hourly consulting services are billed at \$350.00 per hour (minimum two hours).

Judith Cushman & Associates

15600 NE 8th St, Ste B1, PMB 178
Bellevue, WA 98008
jcushman@jc-a.com

Phone: (425) 392-8660
Fax: (425) 391-9190
[http:// www.jc-a.com](http://www.jc-a.com)