

Fees

LA Intronet's fee for procuring suitable candidates is based on a percentage of the candidate's total cost to company (CTC) annual salary.

Our fees are very competitive and are often negotiable, depending on the relationship that we have with the client.

Your consultant will discuss a fee structure directly with you. It is always our intention to have a rewarding and long term relationship with all our clients, and generally we manage to achieve this by offering our clients best value, which not only covers fees but quality of candidates, speed of service and value add products.

The fee will be calculated on the total annual Cost to Company (CTC) package paid to the employee. The fee is due, owing and payable on commencement of employment of a candidate with an Employer.

The consultant will ask you to sign an acceptance letter outlining the agreed terms and conditions prior to working on any job spec.

Our Guarantee to you – No Risk

LA Intronet offers a ninety (90) day credit (replacement/credit rebate) guarantee on all candidates that we place. This ensures that you have no risk and can be sure that you are employing the best staff. The guarantee is subject to validation of the guarantee as set out hereunder.

In terms of this guarantee, should:

- a) A candidate resign within 90 days of the date of commencement of his/her employment; or
- b) A candidate's employment be terminated in a manner which is lawful and fair as contemplated in the applicable Labour legislation,

Then LA Intronet will be given the opportunity to replace the unsuitable candidate within a period of 30 days at no charge to the client. Should LA Intronet not be successful in replacing the candidate a credit rebate based on the following will apply:

Period of Employment 0 - 1 month 100% Credit rebate
Period of Employment 1 - 2 months 75% Credit rebate
Period of Employment 2 - 3 months 50% Credit rebate

The guarantee will only be valid in the event that LA Intronet's fee is paid in full within 10 working days of the date of invoice. In the event that you fail to do so the guarantee will not apply.

The guarantee may also be dependent on the terms agreed to by the consultant and the client and will be validated in writing.

In the event that any candidate, introduced by LA Intronet, is offered permanent or temporary employment by the employer within a period of twelve (12) months, from the date of introduction, the employer will immediately become liable to effect payment to LA Intronet in line with the above terms. Similarly should you introduce any of LA Intronet's candidates to any other company, subsidiary, associate or third party then in the event of any such employment of candidate in a temporary or permanent capacity, you shall immediately become liable to LA Intronet for the full fee as stated above.

Please Initial here

Acceptance of Terms and Conditions

Client Details

Company Name			
Physical Address		Area	
		Post Code	
Postal Address		Post Code	
Telephone Number		Contact Name	
Fax Number		Cell Number	
Website		E mail address	
VAT Number		Designation	

Fee structure

LA Intronet (Pty) Ltd will charge the above client a placement fee of ___.% of total cost to company (CTC) starting from ____/____/20__.

Fees will be invoiced and payable on the start date of the candidate placed.

No placement fees are chargeable if no placement is made.

In the event that any candidate, introduced by LA Intronet, is offered permanent or temporary employment by the employer within a period of twelve (12) months, from the date of introduction, the employer will immediately become liable to effect payment to LA Intronet in line with the above terms.

Similarly should you introduce any candidates to any other company, subsidiary, associate or third party then in the event of any such employment of candidate in a temporary or permanent capacity, you shall immediately become liable to LA Intronet for the full fee as stated above.

Guarantee

The credit rebate guarantee offered under this agreement is

Any guarantee will fall away if payment for the placement is not paid to LA Intronet within 10 (ten) working days of placement.

General

This agreement is valid for a period of _____Months/Years.

Addendum

I _____ do hereby acknowledge that I have the authority to sign this agreement in my capacity as _____ of _____

Signed _____

DATE ____/____/2014

NAME _____

LA INTRONET (Pty) LTD

Telephone + 27 11 234 1159