

Flat-Fee Placement Schedule

Plan with confidence. Hire with purpose.

At Recruit2Work, we believe in **fair, transparent pricing** that respects your time, your team, and the people we serve.

Our flat-fee model makes it easy to plan your hiring budget — no commissions, no surprises.

Engagement Fee

To begin any placement project, an engagement fee is required along with a signed agreement. This fee:

- Reserves dedicated recruiting time
- Initiates outreach
- Supports trauma-informed sourcing efforts

Note: Engagement fees are **non-refundable**, even if a hire is not made. They are **applied toward the final placement fee**.

Placement Packages

◆ General Flat-Fee Placement

Straightforward. Competitive. Ideal for logistics, healthcare, frontline, and mid-level roles.

For Roles with Salaries Up to \$100,000:

- **Flat Fee:** \$5,500 per hire
 - **Engagement Fee:** \$1,200 (non-refundable)
-

◆ High-Salary Placement

Tailored for roles with significant responsibility—clinical, technical, strategic, or leadership.

Includes:

- Elevated sourcing for high-impact talent
- High-touch candidate coaching
- Employer advisement for long-term fit

For Roles with Salaries Over \$100,000:

- **Flat Fee:** \$12,000 per hire
 - **Engagement Fee:** \$3,200 (non-refundable)
-



Placement Fee Balance

The remaining placement fee is due **within 15 calendar days** of offer acceptance—regardless of the candidate’s start date.

This ensures uninterrupted service and ongoing support, including coaching and employer alignment. *Please note:* Onboarding delays or internal processing **do not change** the payment timeline.



Placement Commitment

We stand behind every placement.

Every hire includes a **30-day replacement guarantee**.

If a candidate isn’t the right fit within the first month, we’ll help you find a better match—at **no additional placement fee**.

We also provide:

- Purpose-driven recruitment that honors each candidate’s story
 - Trauma-informed coaching to prepare individuals for success
 - Employer retention planning rooted in inclusion and stability
 - 30-day relational check-in to support long-term outcomes
-



Candidate Consideration Window

To honor the time and dignity of each candidate:

- Employers must provide a **hire or decline decision within 10 business days** of submission
- After that window, the candidate may be released to pursue other opportunities