

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 percentages, no surprises.



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✓ 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

Important: An engagement fee is due at the start of each search to secure services. This fee is **non-refundable** and is credited toward the placement fee if a hire is made.

✓ 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
- Individualized candidate support
- 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 with a **30-day replacement guarantee**. If a hire isn't the right fit within the first month, we'll quickly find the best replacement at no extra fee. Our process also includes:

- Purpose-driven recruitment that honors each candidate's story
- Trauma-informed coaching for success
- Employer retention planning for long-term stability
- 30-day relational check-in to support 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