

MPN DIVERSITY RECRUITERS

THE VIABLE SOURCE OF TOP TALENT FOR DIVERSITY-FOCUSED EMPLOYERS™

A wholly owned division of Minority Professional Network, Inc.



MPN Diversity Recruiters

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P.O. Box 55399
Atlanta, GA 30308-5399

Toll Free: (888) 676-6389
Main Office Phone: +1 (770) 322-9323
Main Office Fax: +1 (770) 322-1987

www.MinorityProfessionalNetwork.com
www.mpnDiversityRecruiters.com (coming soon)

CANDIDATE REFERRAL FEE SCHEDULE

About Minority Professional Network (MPN)

MPN DIVERSITY RECRUITERS, a wholly owned division of **Minority Professional Network, Inc. (MPN)**, is a candidate referral, executive search and placement service, initially established in February 1996. **MPN DIVERSITY RECRUITERS** specializes in delivering high quality recruitment and candidate placement services as rapidly as required to meet our clients hiring needs and objectives. In leveraging the reach, resources and relationships via the MPN global network, and augmented by the resources and capabilities of our partners, **MPN DIVERSITY RECRUITERS** offers a wide array of highly qualified candidates representing various disciplines and levels of experience to human resource, recruiting and other career placement professionals, agencies and corporations.

MinorityProfessionalNetwork.com is the fastest growing Global **Career, Economic and Lifestyle Connection™** for progressive African, Asian, Hispanic, Native Americans, Caribbean, other culturally diverse and women professionals across the U.S. and around the world. MPN has become a **Viable Source of Top Talent™** for diversity-focused employers, recruiters, staffing agencies and other entities which target talented diverse individuals who can positively impact a company or client's bottom line.

Founded and initially launched in 1998 via e-Newsletters, since its official web site unveiling on November 30, 2001, the MPN Global Network has regularly attracted hundreds of thousands of site visitors, millions of hits, and tens of thousands subscribers from across all 50 U.S. states and over 50 international countries. The MPN Global Network scope includes dedicated site calendar pages and subscriber audiences for 55 U.S. geographical markets and 16 international destinations.

The MPN Global Network offers employers, advertisers and partners' diversity recruiting, resume generation, marketing and branding, supplier diversity, and event planning access via our website, e-newsletters, and offline initiatives to our audience of highly educated, experienced, talented and geographically dispersed corporate, entrepreneurial and student business professionals.

About CLIENT FIRM

| ▼▼▼ CLIENT FIRM PRIMARY CONTACT, PLEASE ENTER DATA BELOW ▼▼▼ | | | |
|---|--------|----------|-----|
| Company/Entity Name: | | | |
| Mailing Address: | | | |
| City/State/Zip | City | State | Zip |
| Contact Name | | | |
| Contact Role / Title: <small>(Staffing or HR Manager, Recruiter ...)</small> | | | |
| Contact Phone / Fax: | Phone | Fax | |
| Email / Web Site: | E-mail | Web Site | |

Agreement Terms and Conditions

This **Referral Candidate Resume (RCR) Recruiting Assistance Agreement**, herein called the "**Agreement**" is by and between **MPN Diversity Recruiters**, a wholly owned division of Minority Professional Network, Inc., headquartered in Atlanta, GA, herein called "**MPN Diversity Recruiters**" and the above company / organization / entity, herein called the "**CLIENT FIRM.**"

IN CONSIDERATION of the mutual covenants contained herein, the parties for themselves, their heirs, legal representatives, successors and assigns **do hereby agree to the following:**

1. Throughout this **Agreement**, the firm requesting recruiting assistance with the requirement to fill a job opportunity with viable, relevant and qualified candidates is referred to as the "**CLIENT FIRM,**" and **MPN Diversity Recruiters**, the firm supplying the candidate, is the "**EXECUTIVE SEARCH and PLACEMENT FIRM.**"
2. The **Agreement** is that **MPN DIVERSITY RECRUITERS** will consult with **CLIENT FIRM** to clarify the job requirements including verifying and prioritizing must have skills, experiences and attributes.
3. The **Agreement** is that **MPN DIVERSITY RECRUITERS** will provide Recruiting Assistance Services to **CLIENT FIRM**, which agrees to purchase Referral Candidate Resumes (RCR).
4. The **Agreement** is that **MPN DIVERSITY RECRUITERS** will identify, screen and submit resumes of candidates that most closely match the key, required, and most highly desired skills detailed in the **CLIENT FIRM** job requisition.
5. The **Agreement** is for **MPN DIVERSITY RECRUITERS** to identify and present resumes of qualified candidates for hiring consideration by the **CLIENT FIRM** per the **CLIENT FIRM** job requisition.
6. The **Agreement** is that acceptance of a referral candidate resume from **MPN DIVERSITY RECRUITERS** confirms **CLIENT FIRM** agreement to the terms and conditions and fees outlined in this agreement.
7. The **Agreement** is that for each **MPN DIVERSITY RECRUITERS** Referral Candidate Resume accepted by **CLIENT FIRM**, whether the candidate is hired or not hired, **CLIENT FIRM** will make timely payment to *Minority Professional Network, Inc. (MPN)* in accordance to the rate schedule below.
8. The **Agreement** is that Recruiting Assistance charges are billed at the end of each month, and payment is immediately due upon receipt. All invoices must be paid within 30 days to avoid late charge fees. Recruiting Assistance charges are due and payable to *Minority Professional Network, Inc. (MPN)*, incorporated in Dekalb County, Georgia. **MPN will invoice CLIENT FIRM at the end of each month for the RCR's purchased, and make any credit adjustments**
9. The **Agreement** is that MPN will make adjustments, and apply credits, as CLIENT FIRM purchases increase from one RCR rate schedule to the next.
10. Candidate referrals are valid indefinitely. The **Agreement** is that "Recruiting Assistance" charges will apply to any candidate resumes, initiated or referred by **MPN DIVERSITY RECRUITERS** for a specific position, or any alternate position or contracted position by **CLIENT FIRM** or any subsidiary or client.
11. The **Agreement** is that Recruiting Assistance charges are billed monthly, and payment is due within thirty (30) days from the invoice date. All invoices must be paid within 30 days. Recruiting Assistance charges are due and payable to *Minority Professional Network, Inc. (MPN)*, incorporated in Dekalb County, Georgia.
12. Confidentiality will be observed at all times. Confidential information will not be disclosed without written, electronic or verbal consent.
13. During the course of the candidate referrals, only authorized representatives of **MPN DIVERSITY RECRUITERS** will contact the **CLIENT FIRM**, unless otherwise agreed.
14. All candidate referrals, or other related information exchanged between the firms must be non-discriminatory and will be in strict accordance with all applicable laws pertaining to Equal Employment Opportunity.
15. The **Agreement** will continue in full force and effect until or unless terminated by either party providing notice (U.S. Mail or electronic) of the termination to the other. In the event of such notice, the terms of the **Agreement** shall remain in effect and apply to any RCR's that have previously been referred by **MPN DIVERSITY RECRUITERS** to **CLIENT FIRM**.
16. The **Agreement** may only be amended by documents signed by both parties.
17. The **Agreement** is a no-term agreement that can be terminated by either party for any reason.
18. The **Agreement** contains the complete understanding concerning the contractual arrangement between the parties.
19. The **Agreement**, and the application or interpretation thereof, will be governed exclusively by its terms and by the laws of the State of Georgia.
20. Any person signing this **Agreement** represents and warrants that she/he has the full authority to sign this Agreement on behalf of and bind the party for whom she/he is signing, and that this Agreement is fully authorized and binding.

MPN REFERRAL CANDIDATE RESUME (RCR) FEE SCHEDULE

| Services Description | RCR Unit Rate | Less Discounts | Adj. Rate per RCR |
|--|---------------|----------------|---|
| RATE SCHEDULE A: (Purchase of 1 to 4 RCRs) | | | |
| MPN Recruiting Assistance Services – Purchase of Qty 1 to Qty 4 Referral Candidate Resumes (RCR) * | \$400.00 | 0% | \$400.00 per RCR |
| Effec. Std. Rate: \$400 per RCR; Min. Revenue guarantee to MPN (\$400 to \$1600) | | | for purchase of 1 to 4 resumes |
| RATE SCHEDULE B: (Purchase of 5 to 9 RCRs) | | | |
| MPN Recruiting Assistance Services – Purchase of Qty 5 to Qty 9 Referral Candidate Resumes (RCR) | \$400.00 | 20% | \$320.00 per RCR |
| Effec. Std. Rate: \$320 per RCR; Min. Revenue guarantee to MPN (\$1600 to \$2880) | | | for purchase of 5 to 9 resumes |
| RATE SCHEDULE C: (Purchase of 10 to 14 RCRs) | | | |
| MPN Recruiting Assistance Services – Purchase of Qty 10 to Qty 14 Referral Candidate Resumes (RCR) | \$400.00 | 30% | \$280.00 per RCR |
| Effec. Std. Rate: \$280 per RCR; Min. Revenue guarantee to MPN (\$2800 to \$3920) | | | for purchase of 10 to 14 resumes |
| RATE SCHEDULE D: (Purchase of 15+ RCRs) | | | |
| MPN Recruiting Assistance Services – Purchase of 15+ Referral Candidate Resumes (RCR) | \$400.00 | 40% | \$240.00 per RCR |
| Effec. Std. Rate: \$240 per RCR; Min. Revenue guarantee to MPN (\$3600+) | | | for purchase of 15+ resumes |

AUTHORIZATION

IN WITNESS WHEREOF, the persons signing below certify they are authorized to bind their respective entities to the terms and conditions of this Agreement:

| | ▼▼▼ MPN AUTHORIZER ▼▼▼ | ▼▼▼ CLIENT FIRM AUTHORIZER* ▼▼▼ |
|---|---|---------------------------------|
| Company / Entity: | Minority Professional Network, Inc | |
| Authorizer Name: | | |
| Authorizer Title: <small>(e.g., H/R Director, Staffing Manager)</small> | | |
| Authorizer Phone No: | | |
| Authorizer Fax Number: | | |
| E-mail Address: | | |
| Signature Date | | |
| Authorizer Signature | | |

* To activate this agreement, please populate the requested data above, sign and fax or mail to MPN

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