



Thank you for placing your trust in us. This agreement is between your company (identified below) and 330Talent, LLC for services related to sourcing and presenting talent for employment. As a result of doing business with us, you gain high quality talent and your fees are less.

Here are the terms of the TalentFlash Fee Agreement:

1. 330Talent sources, interviews, and conducts due diligence on FQHC candidates for all positions and highlights only the candidates that meet our standards for high-quality within our TalentFlash newsletter.
2. You indicate your interest in a candidate by clicking on the appropriate link in our TalentFlash newsletter.
3. 330Talent will provide you with the candidate's resume, our FQHC Readiness Assessment score, and any additional supporting material for the candidate you requested.
4. You determine the viability of the candidate for your open position or need; if a candidate presented by 330Talent has already applied for the position offered, you will notify us within 48 hours and there will be no further obligation required of either party;
5. Should you determine that you would like to pursue this candidate further, 330Talent will work with you to arrange for the initial interview. The remainder of the hiring process including the negotiation of salary, employment terms, and background checks are managed by you and your team at the health center.
6. This agreement may be terminated, without cause, by you upon written notification (including electronic means, email, fax, etc.) with the condition that any candidates submitted for consideration prior to notification and subsequently offered employment would remain in effect for recruiting services rendered;
7. In consideration for our services, you agree to the following conditions:
  - a) You will keep us apprised of your hiring progress with the candidate;
  - b) Once an offer is accepted, you will notify us and an invoice will be generated.
  - c) The fee for any candidate is a flat fee of \$9,500 regardless of first-year salary or compensation package; payment terms are NET 30.
  - d) There is a limited 30-day guarantee period on a candidate. If candidate does not present or is terminated for cause prior to 30 days of full employment, 330Talent will source and provide a replacement candidate, satisfactory to the client, within 90 days. If 330Talent is unable to fulfill this obligation, all monies paid will be returned. Payment for services is not impacted by layoff, termination other than cause, elimination of the position, change in reporting structure or change in compensation.
8. Sign and then email this document to [Rob@330talent.com](mailto:Rob@330talent.com);

330Talent.com specializes in the Community Health Center industry only. Thank you for placing your trust in us.

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Your Company Name: \_\_\_\_\_

Your Name (printed): \_\_\_\_\_

Your Title: \_\_\_\_\_

Your Signature: \_\_\_\_\_

Date: \_\_\_\_\_