



Contingency Recruiting Agreement

There is **NO FEE** unless you hire one of our candidates.
Every hire is covered by our replacement guarantee.

Building Gurus agrees to:

- Recruit and present qualified candidates for consideration by client.
- Assist in the scheduling, screening, and interviewing process, as desired by client.
- **Guarantee every candidate we place.***
We will replace any candidate who might resign or be terminated for any reason (other than lack of work or change in job description or duties)

Client agrees to:

- If client decides to hire a Building Gurus candidate, pay a service fee of 25% of the candidates first year expected compensation.
- Remit payment within 15 days of the candidate's start date, which ensures Building Gurus 90 day guarantee.*
- Not to contact, hire, or refer presented candidates without first notifying Building Gurus, for a period of one year from the latest communication about the candidate.

Agreed – Let's focus on filling these positions.

Building Gurus	Client
Name: _____	Company: _____
Title: Executive Partner	Name: _____
Date: _____	Title: _____
Email: _____	Date: _____
Phone: _____	Email: _____
Website: www.BuildingGurus.com	Signature: _____

This Agreement contains the entire understanding of the parties relating to the subject matter of this Agreement, and this Agreement cannot be changed or terminated orally. This Agreement is binding upon and will inure to the benefit of the respective successors and assigns of the parties, except where rights of assignment are prohibited or limited. Client understands that for purposes of this Agreement, a "Candidate" is defined to include any person referred to Client by Building Gurus, including but not limited to former employees or candidates of Client who are referred by Building Gurus placement services. Building Gurus makes no representation or warranty as to the skills, experience, background or education of the Candidate, and Client shall hold Building Gurus harmless from any liability related to the Candidate's employment. In the event any claims are brought by any party in connection with the enforcement and/or interpretation of this agreement and/or any claims arising there from, the parties agree that the exclusive jurisdiction and venue to hear any disputes in this matter shall be in the city of Fargo, State of North Dakota. In the event Building Gurus is required to bring any claims for non-payment or any other issues with regard to the performance by the client under the terms of this agreement, Building Gurus as a prevailing party shall be entitled to any and all reasonable interest, attorney's fees and costs associated with the claims. This agreement can be terminated by written notice by either party. When the agreement is terminated, Building Gurus is still owed all fees for candidates owned and/or hours worked. *The 90 day guarantee is for candidates for the specific position originally placed and is only available to clients who send payment on time. Payment must be received by the 15th day following the start date of a Building Gurus candidate. Any late payments will be considered a breach of this agreement and any replacement searches will be invoiced the full fee again.

We represent candidates and clients nationwide.

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