



Recruiting from Chameleon Personnel under our Contract Scheme

Under our new **contract scheme** clients are able to recruit multiple candidates over a 12 month period for a fixed fee: Up to 3 candidates in Accounts, Finance and Office Support on salaries of up to £39,999 can be recruited for a mere **£3,600 per annum** payable in **12 equal monthly instalments of £300 + VAT**

The Cost

- For up to 3 introductions **£300 per month** or £3,600 + VAT
- For 4 to 6 introductions **£500 per month** or £6,000 + VAT
- For 7 to 10 introductions **£833.33 per month**
or £10,000 + VAT
- Each Subsequent Introduction £750 + VAT

If you join the programme at £300 per month and recruit your 4th person under the scheme then you will be invoiced the excess to bring you 'up-to-date' to the next level of the programme and will continue to be invoiced at that level per month eg £500 a month + VAT.

This applies to each level of the scheme.

The date you join the scheme will determine the start of your initial and subsequent 12 month periods. The number of recruits in this and subsequent 12 month periods will be determined by where the actual start dates of the candidates fall whether temporary, contract or permanent employees.

At the end of your first twelve months your standing order may revert to £300 per month and a new twelve month period for the purposes of introductions will apply. If a candidate is recruited in any subsequent 12 month period and six month's notice given such that the agreement would terminate prior to a further twelve month term, then the full remaining annual fee will become payable in accordance with the number of candidates recruited.

If no candidate is recruited outside a twelve month term following giving 6 month's notice, then there will be no further fee to pay on termination.

This arrangement does not prevent you from using other agencies to source candidates.

It is not a sole agency arrangement.

This fee will cover the same good personal service including sourcing and arranging interviews and consultancy work that we have always provided.

Fees for Temporary recruitment where the temp is employed by us are excluded from this arrangement and will be charged by the hour. However, if the temp is subsequently taken on permanently or on contract then the introduction is covered by this contract whether they have temped for one day or six months.

We pride ourselves on the high standard of service we provide to our clients and personalised and tailor-made recruitment programs we can offer for both the supply of temporary and permanent staff and strive to give the best possible service at all times.

Clients must make a decision to either

- 1) opt to join the scheme **OR**
- 2) pay an agreed percentage fee on normal 30 day terms **PRIOR** to interviewing any of our candidates.

The Small Print:

...is brief and rather large actually:

- You may recruit up to 3 candidates on salaries of up to £39,999 in this 12 month period * from Chameleon Personnel with NO FURTHER FEES TO PAY. Should you exceed this amount the relevant monthly fee will increase according to The Cost table above and the back-dated excess will become immediately payable.
- The monthly contract fee must be paid by Standing Order
- Should you default on any payment the full amount will become immediately payable and the introductory Service will be suspended until the account is settled.
- If you do not recruit anyone from Chameleon Personnel within this 12 month period there is no refund or rebate. However, if you recruit** only one candidate in a 12 month period from Chameleon Personnel and our standard fee*** would have been less than the overall amount of this contract, then provided all payments are made timely and in full we will refund the difference at the end of the contract.
- If you give us a vacancy at the beginning of the contract and you have not extended an offer to fill this vacancy (or any other) within 60 days of joining the scheme you are entitled to cancel the contract with no further monthly fees to pay.
- This is a rolling contract with a minimum 12 month term requiring a 6 month notice period.

* Contract start date determines the beginning of the 12 month period

** Actual Start dates of candidates will determine the number of 'recruits' within the specified period.

*** Standard fee rate is 18% of Gross Annualised Salary

Why are we providing this service?

Because we believe that it will help develop a strong long-term relationship with our clients and enable us to be better recruiters. We like being able to offer excellent value for money. We also believe that our clients have had enough of paying large one-off recruitment fees on 30 day terms and that they would like to know with a greater degree of certainty what their recruitment costs will be.

How can this be Profitable for us?

For many years recruitment advertising was only done through newspaper publications and a referral system. With the coming of cyberspace and the ease with which candidates can now apply for roles with modern communications systems it can be much less costly to source good candidates.

The current permanent recruitment model that the industry works on hasn't taken into account the huge reduction in advertising costs that the internet and modern day communications has provided us with over the last 10 to 15 years.

We now have.
Our costs are low.
The service is exemplary.

With Re-structuring and Redundancy Programmes still taking place, Cash Flow and Working Capital Issues, Limited Resourcing Facilities within HR Functions and the General Uncertainty in Current Economic Climate never has there been a better time to fix your recruitment costs at a permanently low price. It is a most appealing option.

Monster and other 'sourcing' tools are costly and they are merely a tool.

We do the work for you. We filter and process applications as you would expect an agency to do. We ask all of **your own specific pre-screening questions** BEFORE the candidates get in the interview room.

We will source according to your own company's very specific criteria from a variety of 'offline' and online sources including Monster, Total Jobs, Gum Tree, GAAPWeb, Reed, Accountancy Age, e-financials, Just

Click, Tony Surridge, Careers in Audit, various local job boards and many many more.

When your company has a vacancy we will:

- Advertise the vacancy for you. **(Saving you Money)**
- Filter all suitable candidates with detailed questioning and selection processes. (Saving you time)
- Reference* Check suitable candidates. (Saving you time)
- Pre-screen, Interview and Assess candidates' suitability forwarding all relevant CV's. (Saving you time)
- Set up interviews with candidates you would like to meet (saving you time)
- Once you select your candidate, we won't charge you a placement fee.
(Saving you money)
- If you need more staff, we will do it all again at no extra cost.
(Saving you even more time and money)

Call now for a free 'no obligation' meeting with a Director. We would very much like to hear from you.

* *Reference checks are only conducted for temps on our payroll. Any references we hold are confidential. You need to hold your own references for permanent (or temporary and contract) staff who are directly employed by you.*