

TIMIT SOLUTIONS, LLC provides its customers the following standard fees for Right-To-Hire and Direct Hire placement. These fees are all-inclusive with no added costs or expense to the customer.

Prior to any conversion from consultant to permanent hire consultants will be billed at the agreed hourly rate for hours worked prior to the customer completing the conversion. The following table shows the discounted scale fees for conversion to hire following specific periods of consultant billing.

<b>If customer hires consultant after:</b>	<b>the fee is:</b>	<b>of hiree's annual compensation for resources of:</b>
<b>0 to 30 days of consultant billing</b>	<b>17%</b>	"Readily Marketable Skills" including JAVA, .NET, ASP, QA/Testing and general development and reporting work.
	<b>25%</b>	"Specialty Skills: including IT Managers, PMs, Oracle, SAP, MS SharePoint, Archetecture, Design and specialty certifications.
<b>31 to 90 days of consultant billing</b>	<b>10%</b>	"Readily Marketable Skills" including JAVA, .NET, ASP, QA/Testing and general development and reporting work.
	<b>15%</b>	"Specialty Skills: including IT Managers, PMs, Oracle, SAP, MS SharePoint, Archetecture, Design and specialty certifications.
<b>91 to 180 days of consultant billing</b>	<b>5%</b>	"Readily Marketable Skills" including JAVA, .NET, ASP, QA/Testing and general development and reporting work.
	<b>5%</b>	"Specialty Skills: including IT Managers, PMs, Oracle, SAP, MS SharePoint, Archetecture, Design and specialty certifications.
<b>Greater than 180 days of consultant billing</b>	<b>0%</b>	All types

All MSA, SOW or other agreement terms and conditions in place between TIMIT and a customer will remain in effect through the billable consulting period, but effectively end for the specific person(s) following a conversion to customer hire.

TIMIT appreciates the opportunity to earn our customer's business and is committed to providing the highest level of quality consultants for Right-To-Hire and Direct Hire.

TIMIT is always available and willing to discuss specific terms on an individual customer basis so we meet ***your** needs within your budget or other constraints.* We are flexible.

