

SERVICE RELATED PAYMENTS Figures can be in USD or MXN (Mexican Pesos), as specified. Credit card processing fees are additional. Set up a recurring payment with Wise to save up to 4%.

- 1. **Onboarding Fee/Deposit.** A refundable Deposit of \$ USD, Payable at the signing of the contract in order to hire staff. Charged by 5CRE's affiliate..
- 2. **Security** Deposit of \$123.0 USD(One month of salary), and Payable at the signing of the contract. Charged by 5CRE's affiliate..
- 3. **Bi-weekly Wage Payment of \$61.5 MXN** (\$ USD at time of writing, subject to change), Payable at 1st and 15th of every month, charged by 5CRE's LATAM affiliate.
- 4. **Bi-weekly Rental Fee** of \$123.0 USD per desk charged by 5CRE

PAYMENT SCHEDULE							
Due Period		Wage in MXN	Fee in USD	Due Period		Wage in MXN	Fee in USD
1st month	1st	61.5	123.0	7th month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0
2nd month	1st	61.5	123.0	8th month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0
3rd month	1st	61.5	123.0	9th month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0
4th month	1st	61.5	123.0	10th month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0
5th month	1st	61.5	123.0	11th month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0
6st month	1st	61.5	123.0	12st month	1st	61.5	123.0
	15th	61.5	123.0		15th	61.5	123.0

- 5. **Other payments.**
 - Christmas Bonus** \$ MXN (\$ USD at time of writing, subject to change), payable for all workers who have been working at your organization for 4 or more months. Charged by 5CRE's LATAM affiliate. Payable On December 1.
 - Federal Holiday Fee** \$1.67 USD, herein 2.3% of annual compensation to remove federal holidays from work days.