

# How do the commercials work for the clients?

Currently there is no subscription for onboarding the platform until December 2021. The current commercials for engaging an expert/enterprise on an assignment, as follows:

## **Turnkey assignment contracts through the platform:**

- A small upfront fee paid in advance for each assignment, to allocate a Talent Manager who will provide end-to-end support for the client.
- A fee that is a fixed percentage of the assignment value built into the MSA. Invoices are prepared monthly or as per agreed assignment milestones.
- Conversion fees as agreed in the MSA, if the client chooses to convert the experts from the platform into their permanent rolls

## **Permanent hiring or direct contract to client payroll:**

- A small upfront fee in advance for each assignment, to allocate a Talent Acquisition (TA) Manager from the vast pool of experts on the platform, to support the end to end process.
- TA manager leverages the power of the platform with access to 400 M experts and the rank order matchmaking capability to provide a quick curated shortlist.
- A fee that is a fixed percentage of the assignment value as agreed in the MSA. Invoice raised 15 days after the selected candidate joins the company.

## **Direct contract through staffing firms not on Client's payroll:**

- A small upfront fee in advance for each assignment, to allocate a Talent Acquisition Manager to support the end to end process.
- Talent manager leverage the power of many curated staffing firms on the platform in key countries to source a fit for purpose shortlist and support on selection as per need.
- A fee that is a fixed percentage of the assignment value as agreed in the MSA. Invoice raised every month and payable within 15 days from the date of invoice submitted to the client, after the selected candidate joins