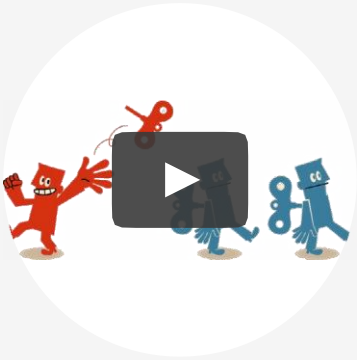
SAVE MONEY. HIRE BETTER.

	60-Day Exclusive Search **9.9%**	No Exclusivity for #twiceasnice **15.9%**
Intake to Interviews Goal	7 Days	7 Days
Guarantee Period	18 Months	18 Months
Dedicated Client Manager	Yes	Yes
Payment Terms After Candidate is Hired	30 Days	15 Days
Engagement Commitment (this will be applied to final fee)	$395	$395

IT TAKES TWO TO (EFFICIENTLY) TANGO

While focused on passive candidate outreach and aggressive advertising to drive top talent at our low rates and long guarantee… part of our efficiency model is working with great clients (you!). Once we take on a search, we expect a commitment to weekly 15 minute check-in calls and 48-hour (or less) response to our submittals (we get that life happens, but that should be the goal). If that's not possible, we recommend that we wait to embark on a search together until it is.



RATE & ENGAGEMENT COMMITMENT

Depending on exclusivity (or not) our rate may be 9.9% or 15.9% of the annual first year base salary. Bonus, benefits, profit sharing, etc. are not part of this calculation.

The Engagement Commitment of $395 is required for each unique search and will be applied to the final fee when a candidate is placed. This non-refundable deposit represents a commitment to working with #twiceasnice and it is invoiced only after we complete an intake call.

Note: We have a $6,500 minimum fee for placements when you hire one of our candidates.

EXCLUSIVITY

At the 9.9% rate, you may post the opening on your website and use other free tactics, but we ask that you do not pay any third-party for additional support for 60-days after our search begins (which is usually marked by an intake call). Should you wish to utilize other recruiters and/or premium job boards (like LinkedIn, paid Indeed posts, etc) before Day 60, your search will be considered non-exclusive at the 15.9% rate. **Note**: You can inform us of your desire to switch to non-exclusive or cancel a search at any time. You are not 'stuck,' if not satisfied.

GUARANTEE



If our candidate permanently leaves your firm or is fired for any reason within 18-months of hiring, we'll work to replace the same role they were hired for at no cost and with the same intensity as the first time. Our 18-month guarantee does not extend to the replacement we find for you. The guarantee is not intended to cover layoffs, strategic shifts, or other occurrences that would lead to not needing to immediately replace the same exact role.

PAYMENT TERMS



After we successfully complete an intake call, we invoice for the Engagement Commitment(s). Waiting for after the intake allows both you and #twiceasnice to confirm the search is a fit for our partnership before you are invoiced for it.

Placement fee payment terms are based on the date of offer acceptance, not the first date of employment - Net 30 for exclusive (9.9%) searches and Net 15 for non-exclusive (15.9%) searches. #twiceasnice accepts checks/ACH. We also accept credit cards with a 3% processing fee added for the placement invoices.

If start date is later than standard payment terms, we extend the invoice due date to the day after start. We fully guarantee our placements until the very last day of the 18-months and, likewise, payment is expected if a candidate starts. If they do not start employment, the placement invoice is voided.

Note: Failure to pay in the contracted timeframe voids our industry-best guarantee for the related role.

INTRODUCTION PERIOD



If a candidate #twiceasnice Recruiting introduces to your firm ends up being hired by your firm, for any role, within 6-months of the introduction we expect the same payment terms as the original agreement that led to the initial introduction. It is your responsibility to notify us via e-mail if this occurs. In general, if our involvement results in a hire of a candidate that would not have otherwise occurred, we feel that we've earned our fee and expect you'd agree.

NO RECRUITING FROM PAST PLACEMENTS



We are not traditional 'network based' recruiters who try to make placements based on past relationships and 'calling up' previous placements/candidates.

#twiceasnice Recruiting will never directly solicit a past placement for a new opportunity while they are still employed by you. We, of course, have no control over who applies to publicly posted job ads.

CLIENT LIST



We will obtain prior authorization from you if proposed publication of a case study or other content reveals any information over and above that you are a client of the firm.

CHOICE OF LAW



Agreements shall be deemed to have been executed and delivered in the Commonwealth of Massachusetts and shall be construed and enforced in accordance with the laws of the Commonwealth of Massachusetts.

BUSINESS LOCATION & CONTACT



#twiceasnice Recruiting is a registered ‘Doing Business As’ (DBA) of:

beep! Directed, LLC
139A Charles Street, Ste 298
Boston, MA 02114

(442) 222-1949
www.twonice.com

WE’RE ‘REAL’



Our entire business model, especially our very low rates, only works with long-term client relationships i.e. your happiness. If you have any feedback on how we can improve, please share it.

AGREEMENT

Please indicate your agreement with this proposal by signing and dating this page. Note: Your preference on exclusive or non-exclusive search will be confirmed on each intake for each search. Once you have done so fax 617-752-3771 or e-mail service@twonice.com. **Note**: You can also sign digitally, just ask for the link.

#twiceasnice Recruiting

Patrick R. Cahill

Patrick R Cahill

President

10/04/26

Company:

Signature:

Name:

Title:

Date: