

## Pricing Proposal

### Staffing

#### AppleOne US pricing:

Job category	US Mark-up over pay rate	CA Mark-up over pay rate
<b>IT</b>	42%	42%
<b>Healthcare</b>	55%	55%
<b>Administrative</b>	36%	42%
<b>Finance</b>	42%	42%
<b>Education</b>	45%	45%
<b>Professional</b>	45%	45%
<b>Engineering</b>	45%	45%
<b>Industrial</b>	45%	45%

#### Direct Hire fee as a % of first year salary and guarantee

<b>IT</b>	18.00%
<b>Finance</b>	18.00%
<b>Corporate</b>	18.00%

\*Includes 5-Year Guarantee 0-30 days = Free replacement, Full Refund 31-90 Days = Free Replacement or Prorated Refund. 91 Days to 5 years = - 50% off original investment

#### Conversion from temp to perm pricing.

Days of Service	Conversion Percentage
0-90	22.00%
91-120	17.00%
121-150	12.00%
151-187	7.00%
188+	0.00%

**Payrolling - AllSourcePPS pricing:**

US	Professional roles	19.5% mark up on pay rate
CA	Professional roles	32% mark up on pay rate

professional roles 19.5% mark-up on pay rate.

**AgileOne MSP/VMS**

2.5%

Rebate of .5% of spend excluding Allsource payroll pricing.

SOW .65%