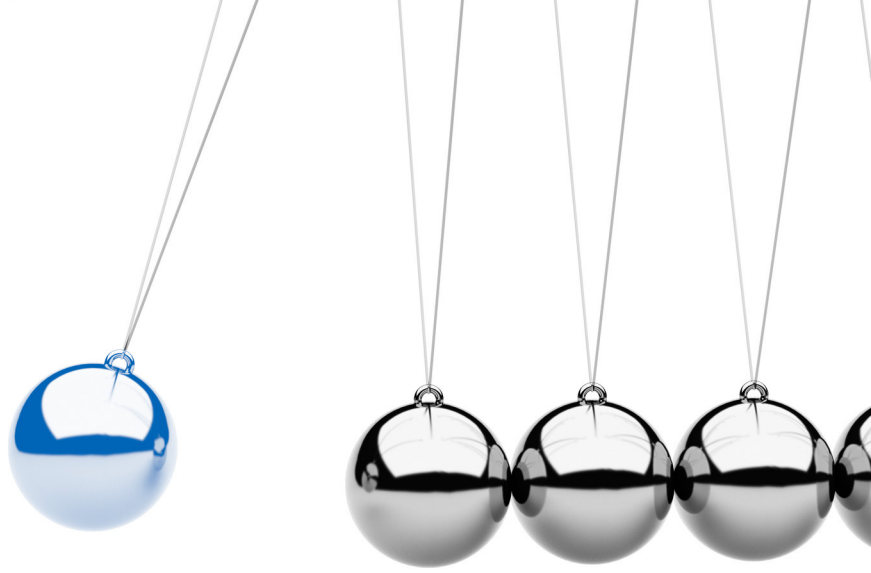


# HEALTH CAREER



## FEE MODELS & PRICE STRUCTURE

### EMEA & GLOBAL



## TERMINOLOGY & GENERAL REMARKS:

### REMUNERATION BASIS

Contractually agreed total income of the candidate:

Annual gross salary of the candidate  
(Base salary plus all agreed bonus payments)

### CLASSIFICATION OF THE POSITION

JUNIOR POSITION:

Young professionals and graduates  
Professional experience: < 5 Years  
Remuneration basis: 60.000 – 80.000 EUR

SENIOR/SPECIALIST POSITION:

Responsible position below management level  
Professional experience: 5 - 10 Years  
Remuneration basis: 80.000 - 100.000 EUR

EXECUTIVE POSITION:

Management-Ebene mit Personalverantwortung  
Professional experience: > 10 Years  
Remuneration basis: > 100.000 EUR

- All prices are understood as net amounts and do not include VAT.
- Being one of the market leaders in recruitment & executive search services, ISG offers very attractive conditions regarding online advertisement on various international career platforms. The current price list for international advertisement placements is available on request.
- Insofar as the interview and travelling expenses are accrued for appointments held at the premises of the Ordering Party, these shall be settled directly with the applicant by the Ordering Party. Interview-related travelling or other expenses for the consultant of International Service Group shall be invoiced separately.



## „CONTINGENCY SEARCH“

- One-time fee payment upon successful placement of the candidate
- Possible additional support by placing online advertisements (separately invoiced)

### PLACEMENT FEE (OF REMUNERATION BASIS)

- 16% for Junior Positions
- 18% for Senior/Specialist Positions
- 20% for Executive Positions

### FEE CHARGING & PAYMENT MODE

Payment: As soon as job candidate signs the employment contract

## „RETAINED LIGHT“ (=BETWEEN CONTINGENCY AND RETAINED)

- Payment of total placement fee in two installments

### PLACEMENT FEE (OF REMUNERATION BASIS)

- 24% for Junior Positions
- 26% for Senior/Specialist Positions
- 28% for Executive Positions

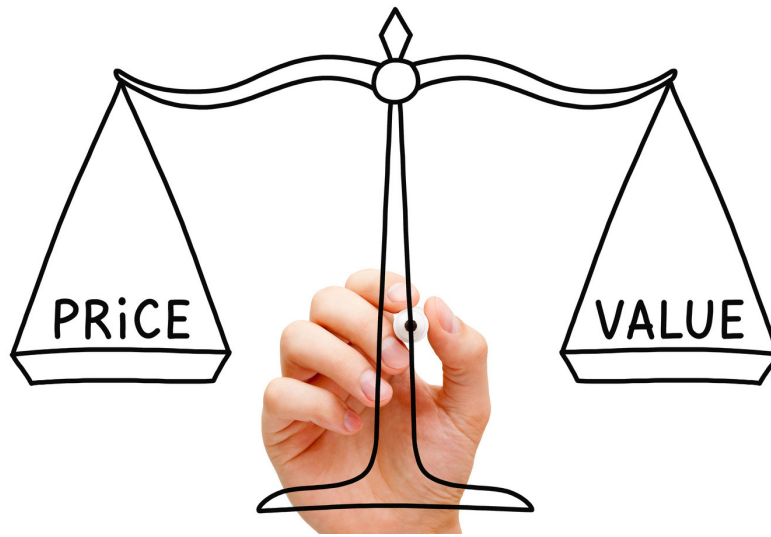
### FEE CHARGING

1st Payment: Starting fee  
 2nd Payment: As soon as job candidate signs the employment contract

### PAYMENT MODE

1/3rd of remuneration basis  
 2/3rd of remuneration basis





## „TEST - RECRUITING“

- One-time-only offer to new customers with subsequent frame contract agreement
- Includes retained search
- Payment of total placement fee in two installments

### PLACEMENT FEE (OF REMUNERATION BASIS)

- 22% for all Positions

### FEE CHARGING

- 1st Payment: Starting fee
- 2nd Payment: As soon as job candidate signs the employment contract

### PAYMENT MODE

- 1/3rd of remuneration basis
- 2/3rd of remuneration basis

## REPLACEMENT WARRANTY

Following the signing of the contract between the candidate and the Customer, ISG guarantees the candidate's continuance in the position. Should the candidate leave the firm within the defined „guarantee period“, ISG shall one-time-only introduce replacement-candidates.

Typical legally recognized trial periods are e.g.:

- Germany: 6 months generally
- Austria: 3 months for junior positions  
6 months for senior positions
- Switzerland: 3 months generally

Countries located outside of the G/A/S-Region:

Replacement guarantee-period upon request and related to the official political notice period of the concerned country.