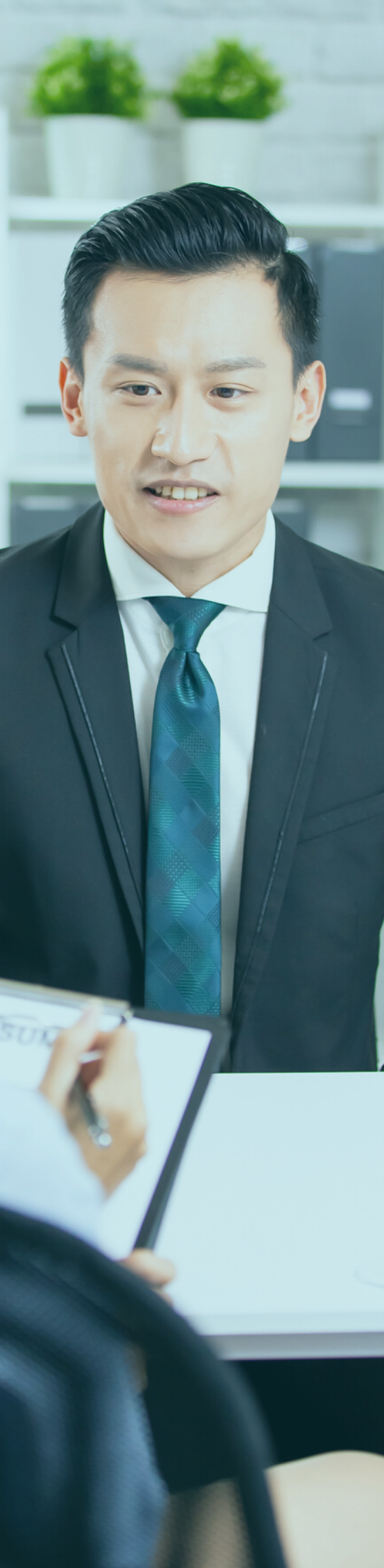


LENNOR METIER CONSULTING



Recruitment Proposal



FEE STRUCTURE

“Remuneration” means any gross salary, fees, bonuses, commission, allowances, or any other financial benefit payable to, or received by a Candidate for services to a Client.

12 %	Of Applicant’s total annual gross remuneration for any position with monthly salary up to Rp7.200.000,00
13 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp7.200.001,00 up to Rp14.400.000,00
14 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp14.400.001,00 up to Rp28.900.000,00
15 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp28.900.001,00 up to Rp43.300.000,00
16 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp43.300.001,00 up to 57.700.000,00
17 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp57.700.001,00 up to Rp72.200.000,00
18 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp72.200.001,00 up to Rp86.600.000,00
19 %	Of Applicant’s total annual gross remuneration for any position with monthly salary from Rp86.600.001,00 up to Rp101.100.000,00
20 %	Of Applicant’s total annual gross remuneration for any position with monthly salary above Rp101.100.001,00



**WE GUARANTEE
OUR WORK**

If the Hired Candidate resigns voluntarily or rightfully terminated after the “Start Date” by the Company, the Company will inform the Agency in writing within one week after such occurrence. Upon notification Agency shall, replace the hired candidate at no cost provided that the Company will assist to re-open that job.

- 90 days Replacement

The guarantee period does not apply if the termination of employment is as a result of retrenchment, changes in job content, changes in job title, changes in reporting line, changes in company ownership, the Employer’s legal non compliance or for any reasons other than those within the applicant’s control.

