

FORM E -- ADDITIONAL VALUE ADDED SERVICES THAT CAN BE OFFERED		TS06-21
Title:	Temporary Staffing, Direct-Hire and Other Employer Services	Effective 1/31/2024
Offeror Name:	Robert Half Inc. (fka Robert Half International Inc.)	
Notes: (Important)	<p>1) Quote each Value Added Service (VAS) on a single separate line. Pricing must be included in order for the VAS to become accepted and approved.</p> <p>2) Use a single Form E for ALL Items. Add/Insert additional lines as necessary.</p>	
Code (if any)	Description of Additional Services	Offered Rate, Price or Range
	<p>Protiviti, Inc.(Protiviti) and Protiviti Government Services, Inc. (PGS) are both wholly-owned subsidiary of Robert Half Inc (fka Robert Half International Inc.), a global consulting firm with over 7,000 professionals that delivers deep expertise, objective insights, a tailored approach, and unparalleled collaboration to help leaders confidently face the future. Protiviti and PGS provide clients with consulting and managed solutions in finance, technology, operations, data, digital, legal, governance, risk and internal audit through its network of more than 85 offices in over 25 countries. Each Protiviti and/or PGS project using the HGACBuy agreement will be scoped on a case-by-case basis.</p> <p>Protiviti has served more than 80 percent of Fortune 100 and nearly 80 percent of Fortune 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies and non-profit organizations.</p>	See below for Protiviti and PGS Rates
Fee Structure Terms and Payments		
	Professional Fee	Not to exceed Bill Rate
	Junior Associate	\$75 per hour
	Associate	\$100 per hour
	Junior Consultant	\$150 per hour
	Consultant	\$180 per hour
	Senior Consultant	\$195 per hour
	Manager	\$250 per hour
	Senior Manager	\$260 per hour
	Associate Director	\$295 per hour
	Director/Senior Director	\$350 per hour
	Managing Director	\$385 per hour
Code (if any)	Description of Additional Services	Offered Rate, Price or Range
	Robert Half's executive search helps companies build superior leadership teams, focusing on C-level, VP-level and Director level roles. Robert Half's executive search engages with clients when total compensation (base+bonus+additional cash incentives) is a minimum of \$150,000 annually. We can expedite your hiring process and ultimately help find the best available executive match for your company. Our goal is to successfully complete your executive search within 90 days or less. Finding the right executive to join your organization is one of the biggest strategic decisions a company might face. That's why we believe in a hands-on, consultative approach where we listen attentively to your needs and leverage our 70+ years of experience to help you find a well-matched and highly skilled executive.	See below and the Executive Search Letter Agreement Template attached hereto and incorporated herein as Appendix A.
Fee Structure Terms and Payments		
	Professional Fee	
	Fee Percentage to Calculate Retainer	28% of Target Cash Compensation
	Fee for Administrative Services ("FAS")	12% of Retainer Fee
	Retainer Payment Terms	
	Upon initiation of a search and work towards creation of job posting	1/3rd of Fee + FAS
	30 days after you initiate a search for an agreed upon role and upon submittal of short list of candidates	1/3rd of Fee
	60 days after you initiate a search for an agreed upon role and upon submittal of short list of candidates	1/3rd of Fee

	Offer & Acceptance of the Candidate	Reconciliation of the Fee as Outlined Below
	<p>Example and Details: Our initial retainer fee will be based on a projected compensation amount to be determined by role. This amount will be used to calculate our initial retainer fee. For example purposes only: if the total compensation for the role is \$156,000, then the initial retainer fee would be calculated as \$43,680 (\$156,000 times 28%). Additionally, administrative services fee would be \$5,241.60, twelve (12%) percent of the retainer.</p> <ul style="list-style-type: none"> • Upon initiation of a search and work towards creation of job posting, the first installment of \$19,801.60 will be invoiced (\$14,560 for the initial retainer amount and \$5,241.60 for the fee for administrative services). • Thirty (30) days after you initiate a search for an agreed upon role and upon submittal of short list of candidates, the second retainer installment of \$14,560 will be invoiced. • Sixty (60) days after you initiate a search for an agreed upon role and submittal of candidate(s) for interviews, the third retainer installment of \$14,560 will be invoiced. Upon offer and acceptance by a successful candidate, the final amount due will be calculated using the reconciliation detailed below. <p>If an individual accepts an offer of employment from you, or if you engage any individual as a consultant or contractor, the entire Fee and administrative fee shall become due and payable immediately regardless of whether you had prior knowledge of such individual or whether such individual was referred to you from another source.</p> <p>When the Search Project is completed, we will reconcile the amount of the Fee actually paid by you and the Fee due to us using the total compensation including salary, target bonus, sign-on bonuses, and any other cash components. We will send you an invoice should the total compensation package exceed the projected compensation package used to establish the initial retainer fee. Should the candidate be employed at less than the projected compensation package used to establish the initial retainer fee, the Fee is then equal to the initial retainer fee and is deemed earned.</p>	
	<p>Reconciliation example: If the final total compensation for the role is \$225,000, then the Final fee would be \$63,000. We would subtract the initial retainer of \$43,680 to arrive at a fee due of \$19,320.</p> <p>Finally, we will invoice you for any direct expenses not paid by you. These expenses include, but are not limited to, RH consultant and candidate interview and travel-related costs. Payment of our retainer fee, administrative fee, and direct expenses is not contingent upon the placement of one of our candidates with you. Our invoices will include appropriate taxes, if applicable, which will be listed as a separately stated line item in addition to the fees. All invoices are due upon receipt.</p> <p>Additional Search Completions</p> <p>In the event you find more than one candidate from the candidates we have discussed with you in the course of the Search Project to whom you desire to offer employment, a fee of twenty-eight percent (28%) of the candidate(s) total compensation including salary, target bonus, sign-on bonuses, and any other components will be invoiced at the time of the individual's acceptance. Any candidate identified by RH during the progress of this Search Project and hired by Client, its successor, business unit, subsidiary, or affiliate within twenty-four months of our introduction will be considered an additional search completion.</p>	

Code (if any)	Description of Additional Services	Offered Rate, Price or Range
	<p>Our Salaried Professional Service (SPS) for recurring projects and long-term interim work is a unique differentiator for Robert Half. When staffing continuity is imperative for our clients, we often leverage our SPS professionals. These Robert Half employees have chosen a full-time career with the company and receive a competitive full-time salary and benefits. By offering skilled professionals this career opportunity, we can provide our clients with access to professionals who are not typically available through traditional temporary staffing services. The Salaried Professionals we assign are completely focused, eliminating staff disruptions during projects work. The result is efficiency and productivity when you need it the most, minimizing turnover and ensuring our clients are completing projects on time and on budget.</p> <p>NOTE: The mark-up for individuals assigned through Salaried Professional Services (SPS) will be one-hundred and thirty-five percent (135%).</p> <p>Individuals assigned through SPS are not intended for contract-to-hire. In the event H-GAC hires an SPS professional, the conversion fee will equal 50% of the professional's aggregate annual compensation, including bonuses.</p>	<p>153%</p>