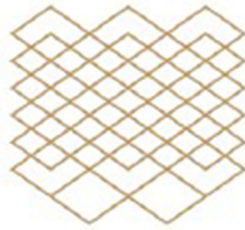


SEARCH PROPOSAL



THE ADAMIS PRINCIPLE
- LONDON -

[INSERT COMPANY NAME]

[INSERT JOB TITLE]

12/09/2023



Adamis Principle Ltd

18th Floor,
100 Bishopsgate,
London

EC2M 1GT

[dd/mm/yyyy]

Dear [Client Contact Name],

Please find below our proposal for undertaking this important piece of work. We are specialists in foreign exchange recruitment across all areas. We have a deep network of professionals globally to draw upon for this role and as reference points. We are very confident of providing a timely and high- calibre solution on this project for you. This proposal outlines our agreed fees and timings for this project.

➤ PROCESS

Following on from our conversation, should you wish to retain The Adamis Principle Ltd. (hereinafter referred to as "APL") to undertake the search the next steps would be as follows:

- On acceptance and signing of the proposal review and alignment of formal assignment brief for the role. This is a substantial selling document, designed to provide candidates with background information on the company's objectives, product areas as well as the job description.
- Long-list identification process through multiple channels including referrals, networking, online sources, previous similar searches and APL database.
- In 2-3 weeks, shortlisted candidates will be presented at a formal review meeting, either in person where possible or via video/tele conference. We always aim to deliver a shortlist in full to enable comparison between candidates.
- APL will assist in the arrangement of meetings between you and the shortlisted candidates.
- Acting as your broker during the crucial offer negotiations with your chosen candidate.
- The taking up of comprehensive references for the selected candidate.
- Subsequent follow-up with the successful candidate and APL

The Adamis Principle Ltd.

18th Floor, 100 Bishopsgate, London EC2M 1GT

Phone: +44 (0) 207 8460267

Email: accounts@adamisprinciple.com

Company Number: 10340930

➤ TIMINGS

We are confident of presenting the short-list for the position in 2-3 weeks however we never compromise on quality and our main objective is to get the best possible candidate for you.

➤ COMMUNICATION THROUGHOUT THE SEARCH

One important aspect is that we will work closely with you throughout the duration of the search and as well as ad-hoc conversations about potential candidates, we would like to ensure that we can have more formal contact to update you fully with the progress of the search, on a weekly or bi-weekly basis (to be agreed).

➤ FEES

The fee for this type of assignment with APL is 20 % of first year's gross guaranteed annual remuneration (excluding sign on bonus).

Base Salary: TBA Target Bonus: TBA

The search fee is payable as follows:

Contingent Fee:

- 100 per cent when the candidate signs the contract with [insert company name] (to be paid within 1 month after the invoice is issued)

➤ GUARANTEE

APL seeks to provide candidates who meet the Client's needs as described in the Assignment brief. If a Candidate Introduced by APL and appointed by the Client leaves the Client's employment within 6 months of the date of commencement of employment with the Client, APL will undertake the search for a replacement at no additional fee. Additional costs, out-of-pocket expenses and Candidate expenses will, however, be chargeable to the Client. APL will undertake a search under the provisions of this guarantee provided that the following conditions have been met and the Client (for itself and on behalf of the Client's Group) undertakes that:

- All fees and expenses due to APL relating to the Assignment have been paid in full.
- The Client notifies APL in writing that the appointed Candidate has left the Client's employment within 14 days of the Candidate's termination date.
- The termination is not due to redundancy, pregnancy, injury or ill-health, by reason of the

The Adamis Principle Ltd.

18th Floor, 100 Bishopsgate, London EC2M 1GT

Phone: +44 (0) 207 8460267

Email: accounts@adamisprinciple.com

Company Number: 10340930

Candidate's race, sex, sexual orientation, religion or belief, disability or age, change in initial job description, unexpected change in location of workplace or Client reorganisation.

- The Client will not re-employ the Candidate within twenty-four months of the termination date.

➤ **APPLICABLE LAW**

This agreement is governed by and to be interpreted in accordance with English Law and any dispute regarding this agreement is to be determined by the exclusive jurisdiction of the English Courts.

.....

.....

Adam A. Gazzoli

.....

On behalf of Adamis Principle Limited

On behalf of:

.....

Date:

Date:

I hereby accept the trading terms above



Company Name:

VAT Number:

Order Number (if applicable):

Invoicing Address:

Sending Address (if different):

For Attention of:

Contact Person in Accounting:

Telephone:

The Adamis Principle Ltd.

18th Floor, 100 Bishopsgate, London EC2M 1GT

Phone: +44 (0) 207 8460267

Email: accounts@adamisprinciple.com

Company Number: 10340930