



EXHIBIT A

Pricing Mark-up Table

| Geography | Admin | Light Industrial | Heavy Industrial | IT | *Non-IT Referred | *IT Referred |
|---|-------|------------------|------------------|-----|------------------|--------------|
| Florida | 43% | 41% | 41% | 46% | 25% | 30% |
| CA, CT, HI, IL, NY, NJ, ME MI, OR, PA, VA, VT, WA | 47% | 45% | 45% | 50% | 30% | 35% |
| All other states not listed above | 43% | 41% | 41% | 46% | 25% | 30% |

Direct Hire Fee

20% of annually salary with a 480 hours work guarantee.

Conversion Fee Schedule

The conversion fee is based on 20% of annual salaried offered to the employee. The sliding scales is based on the hours worked.

| Administrative – Hours worked | Percent of Salary |
|-------------------------------|-------------------|
| 0 to 179 | 20% |
| 180 to 359 | 15% |
| 360 to 539 | 10% |
| 540 to 719 | 5% |
| 720 or more | No fee |

| Light & Heavy Industrial – Hours worked | Percent of Salary |
|---|-------------------|
| 0 to 139 | 20% |
| 140 to 279 | 15% |
| 280 to 419 | 10% |
| 420 to 559 | 5% |
| 560 or more | No fee |



| IT– Hours worked | Percent of Salary |
|------------------|-------------------|
| 0 to 249 | 20% |
| 250 to 499 | 15% |
| 500 to 749 | 10% |
| 750 to 999 | 5% |
| 1000 or more | No fee |

Payment Terms

- Net 30 – all states
- Purchase Card fee 3% – all states excluding *Florida

*Florida 0%