

# Current remuneration conditions for LOGISTIC PEOPLE services

(Component of the General Terms & Conditions)

## Preamble

The conditions for the procurement of managerial staff within and from logistics as well as exclusive orders are agreed separately in the course of the order process. Unless otherwise agreed, the following conditions apply as a minimum.

### 1. Recruitment of qualified personnel in freight forwarding, the shipping industry, shipping and logistics companies.

**1.1** The fee for a recruitment agency in the aforementioned target group is 2 gross monthly salaries, calculated from the annual salary (gross) including holiday and Christmas bonuses, special payments, bonuses, premiums, commissions, the non-cash perquisite of a company car or similar, plus value added tax.

**1.2** The fee in full is due upon conclusion of the contract to pay.

### 2. Recruitment of personnel with priority, commercial skills such as specialists for warehouse logistics, forklift operators, pickers, warehousemen and those with similar qualifications.

**2.1** The fee for the recruitment of staff in the aforementioned target group is 2 months' gross salary, calculated from the annual salary (gross) including holiday and Christmas bonuses, special payments, bonuses, premiums, commissions, the non-cash perquisite of a company car or similar, plus Value Added Tax.

**2.2** Remuneration is due in 2 instalments - the first, totalling one month's gross salary, upon conclusion of the contract and the second, again totalling one month's gross salary, at the end of 3 months of employment.

### 3. Recruitment during the term of an employee placement agreement

Remuneration for a recruitment contract that begins first upon provision of temporary staff, and results in the recruitment of staff within an employment or service relationship, totals 2 months' gross salary, calculated from the annual salary (gross), including holiday and Christmas bonuses, bonuses, profit sharing, premiums, commission, the non-cash perquisite of a company car etc., plus Value Added Tax and is made up as follows:

upon placement of temporary staff within the first two months fee	100% of the above
in case of placement within the 3rd month fee	80 % of the above
in case of placement within the 4th month fee	60 % of the above
in case of placement within the 5th month fee	40 % of the above
in case of placement within the 6th month fee	20 % of the above

From the 7th month no agency fee is required. Placement is deemed to apply with effect from the date from which the new contractual relationship begins.

#### **4. Recruitment after the term of an employee placement agreement**

If temporary staff provided by LOGISTIC PEOPLE end their employment relationship with LOGISTIC PEOPLE or if this ends due to limited contract lifetime and then those staff enter into an employment relationship with the employer or with a company that is commercially or legally affiliated with the employer, then both sides hereby agree that this new employment relationship has been created by the mediation or analysis of LOGISTIC PEOPLE. This also applies in the event that temporary staff are only introduced to the employer, but then not placed as well as in the event that temporary staff / candidates are employed in a position other than the one initially intended.

In such a case, the employer is required to pay a recruitment / mediation fee in accordance with Points 1 and 2 of the above Remuneration Conditions. The fee will be reduced in accordance with Point 3 above, depending on the duration of the previous employee placement. That means that for a maximum supply period of two months 100%, for a maximum of 3 months' supply period 80%, for a maximum of 4 months' supply period 60%, for a maximum of five months' supply period 40%, for a maximum of six months' supply period 20% of fees is due. From the 7th month after initial placement of staff, no agency fee is required.

- 5.** All the fee rates mentioned here apply to recruitment agencies within the territory of the Federal Republic of Germany. The fee for personnel recruitment within and outside the EU requires prior agreement.
- 6.** In addition, the current LOGISTIC PEOPLE General Terms and Conditions, which are available on the homepage at any time, apply. We shall be pleased to send them on request.

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