

## FEE SCHEDULE PLACEMENT FEES

The table below sets out RW's standard % fees for permanent and fixed term recruitment which are subject to and incorporated into the Terms and Conditions of Business for Permanent and Fixed Term Placements of Robert Walters Operations Limited (the "**Terms**").

SALARY PACKAGE	FEE AS % OF SALARY PACKAGE
£0 to 39,999	25%
£40,000 to £64,999	30%
£65,000 +	33%

For retained searches, fees will be payable in three (3) equal instalments in accordance with clause 6 of the Terms.

RW may propose an increased % in certain circumstances, for example where the role is likely to require additional time and resource to be applied by RW or the nature of the services is more complex.

Any such increase or any other variation to the fees is subject to written agreement (which may include by email) between RW and the Client, and will be incorporated into the Terms.