

Your firm has asked Extrusion Auxiliary Services, Inc., working in conjunction with Darley-Robinson Search, Inc. to provide you with resumes of applicants and the fee schedule, policy and agreement concerning the referral of applicants by our company. By accepting the resumes and other information we forward to you on applicants and candidates, you agree to the terms listed below.

CONFIDENTIALITY

All information received from you will be held in the strictest of confidence and used solely for the purpose of selecting qualified applicants. Information about an applicant referred to you by Extrusion Auxiliary Services, Inc. is solely for your use and benefit and shall not be divulged to anyone except persons in your organization, or for the purpose of standard reference and credit investigation with the applicant's consent.

FEE AGREEMENT

Extrusion Auxiliary Services, Inc. works for you on a contingent fee basis. If any applicant referred to you by EAS is engaged or hired by your company or any affiliate of your company, OR if any applicant referred to your company or any affiliate is engaged or hired within one year of EAS's initial referral, the placement fee payable to EAS shall be equal to twenty-five percent (25%) of an applicant's total first year's estimated gross earnings, which shall include any commissions, incentives, bonuses, overtime or other compensation, and may be based upon a reasonable estimate.

BILLING TERMS

The fee shall be billed when the applicant accepts the position offered and is due and payable within fifteen (15) days of the date employee commences employment. A late fee of one and one-half percent (1.5%) per month will be due on any unpaid balance, as allowed by Georgia law. If the fee is not timely paid, Extrusion Auxiliary Services, Inc. shall be entitled and shall receive any and all reasonable costs and expenses incurred by EAS including attorney fees incurred in collecting the unpaid balance.

REFUND POLICY

Extrusion Auxiliary Services, Inc. offers a partial refund policy. In order to qualify, you must pay the placement fee on or before fifteen (15) days after the date employee commences employment. If not so paid, EAS will pay no refund. If the applicant leaves or is discharged for any reason within sixty (60) days of the date of the employee commences his or her employment, EAS will, at its option, either (a) provide a replacement at no additional charge within one year of the applicant's acceptance date; or (b) refund seventy-five percent (75%) of the fee paid by your company. As stated above, the refund policy will go into effect only if you pay the full amount of the fee within fifteen (15) days of the employee's start date. EAS will notify your company of its election of remedy within 30 days of receipt of notice that the applicant has ceased employment within 30 days of the date the employee commenced his or her employment.