



Proud to connect great companies with America's highly talented and skilled military Veterans.

WIN THE WAR FOR TOP TALENT!



CONTINGENCY SPONSORSHIP AGREEMENT

- ★ **NEVER** any financial risk for us to start your search
- ★ Sponsorship Fee is only due if **YOU** hire an employee who stays long-term and adds value.
- ★ Military talent has grit, determination, advanced skills, and "can-do" attitudes - the ideal employees who can help your company soar!

Put 7 Eagle Group in your corner today!

JK@7Eagle.com
914-469-9875

TALENT SOLUTIONS

Solution 1: Military Career Transition Program (DoD Skillbridge)

Overview:

- Helps Service Members launch their civilian careers and encourages companies to permanently hire military talent without any risk.
- The government covers the initial three months of salary and benefits saving you thousands.
- Evaluate your new hire in action before deciding if you'd like to make a permanent hire offer.
- No obligation for either side if it is not a good match (though that is the goal!).
- More info: www.skillbridge.osd.mil/
- 90% of all W2 hires usually come with a \$4,800 Federal Tax Credit for your company.

Sponsorship Fee:

- Payment #1 -- \$3,997 due on Day 30.
- Payment #2 -- 20% of the first year salary due on Day 90 (minus \$3,997 already paid). This payment is **ONLY DUE** if you decide to convert the hire to a permanent W2 Employee.

Guarantee:

- If your new employee is terminated due to performance issues or quits:
 - Initial 30 days: you owe nothing.
 - 31-90 days: free replacement hire.

Solution 2: Direct Hire

Overview:

- Hire a Military Veteran with civilian experience.

Sponsorship Fee:

- 20% of the first-year salary due on Day 30.

Guarantee:

- If your new employee is terminated due to performance issues or quits:
 - Initial 30 days: you owe nothing.
 - 31-90 days: free replacement hire.
 - 91-180 days: 50% credit toward any future hire.
 - 181 - 365 days: 25% credit toward any future hire.
 - Guarantee is only valid if you meet the Day 30 payment deadline.

Federal Tax Credit

- You may receive a \$2,400 - \$9,000 Federal Tax Credit for each qualified W2 Employee hired.
- More info: <https://www.dol.gov/agencies/eta/wotc>
- 7 Eagle Group has no control over whether you receive a tax credit.

Talent Focus:

- We focus recruiting efforts on Transitioning Service Members & Military Veterans. In the event military talent cannot be identified, qualified Military Spouses or civilians will be presented.

7 Eagle Group's Referred Candidates:

- Sponsorship Fee is due for any 7 Eagle Group-referred candidate(s) hired for any position during the initial 12 months.
- Example: If you interview a referred candidate, but do not hire him for 11 months, 7 Eagle Group's Sponsorship Fee is still due. If 7 Eagle Group presents a candidate actively pursued by your company, then 7 Eagle Group is not entitled to a Sponsorship Fee. This does not include candidates in "dormant" file status.

Service Agreement Terms:

To the maximum extent permitted by law, 7 Eagle Group will defend, indemnify, and hold your company and its parent, subsidiaries, directors, officers, agents, representatives, and employees harmless from all claims, losses, and liabilities (including reasonable attorneys' fees) to the extent caused by 7 Eagle Group's breach of this Agreement; its failure to discharge its duties and responsibilities set forth; or the gross negligence, or willful misconduct of 7 Eagle Group or 7 Eagle Group officers, employees, or authorized agents in the discharge of those duties and responsibilities.

To the extent permitted by law, your company will defend, indemnify, and hold 7 Eagle Group and its parent, subsidiaries, directors, officers, agents, representatives, and employees harmless from all claims, losses, and liabilities (including reasonable attorneys' fees) to the extent caused by your company's breach of this Agreement; its failure to discharge its duties and responsibilities set forth; or the negligence, gross negligence, or willful misconduct of your company or your company's officers, employees, or authorized agents in the discharge of those duties and responsibilities.

All warranties, conditions, representations, indemnities, and guarantees, whether express or implied, arising by law, custom, prior oral or written by 7 Eagle Group or otherwise (including, but not limited to, any warranty of merchant ability or fitness for a particular purpose) are hereby over- ridden, excluded and disclaimed. 7 Eagle Group makes no assurance as to the results of its services, and 7 Eagle Group is to be paid for services rendered irrespective of the results of such services.

Neither party shall be liable for or be required to indemnify the other party for any incidental, consequential, exemplary, special, punitive, or lost profit damages that arise in connection with this agreement, regardless of the form of action (whether in contract, tort, negligence, strict liability, or otherwise) and regardless of how characterized, even if such party has been advised of the possibility of such damages. As a condition precedent to indemnification, the party seeking indemnification will inform the other party within two (2) business days after it receives notice of any claim, loss, liability, or demand for which it seeks indemnification from the other party; and the party seeking indemnification will cooperate in the investigation and defense of any such matter.

Your company accepts that 7 Eagle Group is not liable for Candidate (and agrees to hold him/her harmless for) any losses arising out of any deception, misrepresentation, fraud, or fraudulent statement by the Candidate howsoever made. Any loss howsoever arising caused by the Candidate acting underemployment to your company including losses due to negligence or gross misconduct. Any loss caused by the Candidate failing to take up employment as agreed.

The agreement shall be governed by Massachusetts law. The venue for any civil action related to this Agreement will be in a Court of competent jurisdiction in Massachusetts. The parties to this

Agreement hereby consent to personal jurisdiction by said Court and hereby waive their respective rights to a trial by jury. The non-prevailing party shall pay all the prevailing party's costs, expenses, and fees including reasonable attorney's fees and other costs and expenses incurred in connection with the prosecution or defense of such.

AUTHORIZATION

For:

7 EAGLE GROUP

Jordie Kern
Founder
39 Linden Ridge Road
Amherst, MA. 01002

Signature _____



For:

YOUR COMPANY

Name: _____

Title: _____

Signature: _____

Date: _____

7 Eagle Group's W9 TAX FORM: www.7Eagle.com/w9