

Recruiting, Retention & Referral Platform

An affordable & comprehensive approach to finding and retaining candidates for the trucking industry...

Our Recruiting Services

- * Advertising in untapped target market places (Career Centers – Libraries – Military Facilities – DMV's).
- * Will have a very high internet presence.
- * Free access to our proprietary job posting software.
- * We personally screen and interview all candidates.
- * We match your company qualifications with the candidates' qualifications, wants and needs.
- * We assist with the recruiting process until the candidate is at your front door and successfully hired.

Our Retention Services

- * Free candidate intermediation services.
- * We never charge a fee to assist in retaining employees that are currently working for your company.
- * We give you a credit if we together determine we cannot save a current employee and are given the green light from you to successfully place him/her with another company.
- * You do not need to use our recruiting services to utilize our free members-only retention services.

Our Fees & Credits

- * ClassAPay will give your state association \$100.00 for every candidate we successfully place.
- * We give a \$300.00 credit to your company for a candidate that we cannot assist in retaining that you give us the green light to place with another company.
- * We offer a \$100.00 credit for candidates you refer to us that you cannot hire, that we successfully place.
- * We charge a \$900.00 fee for candidates you hire, having been referred to you, by our recruiting service.

Pre-Launch Special Offer – Our program has officially started. For a limited time, we are offering additional credits to you for candidates that you refer to us:

- Candidates 1-4 (\$100.00) plus an additional \$50.00 for all referrals we successfully place thru 2014.
- Candidates 5-9 (\$100.00) plus an additional \$75.00 for all referrals we successfully place thru 2014.
- Candidates 10+ (\$100.00) plus an additional \$100.00 for all referrals we successfully place thru 2014.

Please contact me today so that I can begin assisting you with your recruiting and retention needs.

Barry L. Faith - Partner
ClassAPay
(843) 906-2150
bfaith@classapay.com
<https://classapay.com>





Recruiting, Retention & Referral Agreement

ClassAPay Responsibilities:

- a. Participating companies must be a member of one of our participating Associations to utilize our services.
- b. We allow free access to post any vacancy in your company utilizing our proprietary job posting software.
- c. We interview and screen all candidates prior to submitting their information to you, ensuring to the best of our ability that we match your company qualifications with the wants, needs and qualifications of the candidate.
- d. We assist with the recruiting process until the candidate has been hired by your company.
- e. We assist in retaining your employee's that we receive applications on. We will not attempt to place a candidate that is currently in your employ with another company unless you email us stating that it is acceptable to move forward with their placement.
- f. We will send you a monthly report on all candidates that we refer to each other. All candidates that are referred will remain each party's referral for a period of 6 months.

Your Company Responsibilities:

- a. To ensure all jobs you have posted on our platform are up to date, displaying correct information.
- b. To update and send back the monthly referred candidate report we send your company.

Fees and Credits:

- a. ClassAPay will pay our state association (**\$100.00 US**) for every candidate that we successfully place that has a coinciding state driver's license.
- b. ClassAPay will pay your company (**\$100.00 US**) for every candidate that your company refers to us that we successfully place with another company.
- c. ClassAPay will pay your company (**\$300.00 US**) for every candidate that is currently working for your company that we cannot assist in retaining, that you give us permission to pursue and successfully place with another company.
- d. Your company will pay ClassAPay (**\$900.00 US**) for every candidate that we refer to your company that is successfully hired by your company.

At the end of every month ClassAPay will email a detailed statement to your company with all fees and credits pertaining to your account for the month. All parties agree to pay these fees and credits by the 15th of the following month. ClassAPay reserves the right to withhold credits to your company until ClassAPay has received payment in full for the referred candidate(s) we successfully place.

Termination of Service: Company may terminate service at any time, but understands that if company hires any candidate referred by ClassAPay within the 6 month referral window, company is responsible for payment under the same terms as above to ClassAPay. ClassAPay will also be bound to the same terms as above to pay Company any referral fees within the 6 month referral window.

Attorney Fees: In the event of any legal action, arbitration, or proceeding arising out of this agreement, the prevailing party shall be entitled to reasonable attorney's fees and costs.

Applicable Law: This agreement shall be interpreted under the laws of the State of South Carolina. In the event of a dispute, each party submits to exclusive personal jurisdiction and venue of the Horry County, South Carolina, Court System.

Entire Agreement: This Agreement constitutes the entire Agreement between your company and ClassAPay. No oral agreements have been entered into, and all modifications or notices shall be in writing to be valid.

IN WITNESS WHEREOF, the parties have executed this Agreement as of this date - Month: _____ Day: _____ of 2014.

Company Name: ClassAPay

Company Name: _____

By: _____

By: _____

Printed: Barry L. Faith

Printed: _____

Title: CEO

Title: _____