



# Engineered Efficiency

I N C O R P O R A T E D

## Opportunities Page of Civil3d.com Agreement

This document outlines the agreement between the owner of the website, [www.civil3d.com](http://www.civil3d.com), Engineered Efficiency, Inc. (referred to as EE), and \_\_\_\_\_ (referred to as the Company) with regards to the placement of position listings on the Opportunities page of [civil3d.com](http://civil3d.com) (referred to as the Site).

In exchange for posting a position on the site, the Company agrees to the following:

- Job listings shall be one-line in title and 150 words in description. EE will edit to fit these requirements based on professional judgment. The Company has the right to submit reasonable change requests as they see fit to clarify the job listing.
- EE shall provide an e-mail address for applicants to use in applying through the Site. This address will deliver to EE, and will be forwarded to the Company after review. EE will review applications for obvious spam or otherwise wasteful mail before forwarding.
- EE does not vouch for any applicants, and the Company is responsible for all vetting of applicants and their potential suitability to match the position listed.
- Each position listed shall cost \$250 per calendar month. This period shall renew automatically unless EE is informed by the Company that the ad is to be removed.
- If the Company hires a candidate through their contact at the Site, EE is entitled to a placement fee equal to 10% of that new hire's base salary.
- If a candidate resigns or is terminated within 30 days of hiring, EE shall refund the placement fee; after 30 days but before six months of employment, EE shall refund 50% of the placement fee.

This agreement is the sum of all contracts with regard to the Site between EE and the Company.

If this is acceptable, please sign and return to our Illinois office so that we can place your opening as soon as possible.

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Signature

Date

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Printed Name