



Vets Hired, is a San Diego, CA based organization that caters to those who have fought for our freedom.

Founded in 2012, Vets Hired hosts national Hybrid and Military Resource & Career Fairs, the fairs are hosted in selected cities throughout the United states and have catered to over 3,500 employers, colleges, and educational institutions who are sensitive to supporting our heroes.

We also provide female veterans who have been unemployed for 90 days or more with free On-The-Job Training and Job Placement Services.

Vets Hired invests thousands of dollars a year promoting ourselves within the military communities around the country. The

Military Hire Career Fairs' website and Veteran Talent Acquisition software places us in the industry as a company who can cater to all your recruiting needs with one simple phone call.

With access to millions of veterans, active duty military and their spouses across the country, our goal is to provide the highest quality Veteran talent acquisition service possible with an emphasis on veteran employment within the IT, engineering, logistics, manufacturing, and supply chain industry.

Vets Hired believes that we have the competitive edge in this industry due to our dynamic applicant tracking system and software that enables us to better serve all of our clients by placing them in front of all industry sectors!

Our organization truly understands that the need of every company is unique and different, this is why we customize all of our services in order to better serve our customers and prospective clients. Our business practices are built on trust, commitment, hard work and integrity.

Vets Hired focuses on assisting veterans, both male and female, active duty military, military spouses and wounded warriors in their transition by offering employment opportunities based on skills they have acquired while serving our country. The Military Inclusion Career Fairs also assists them in their search for veteran resources and educational opportunities that are available to both them and their families.

With close to one-million unemployed veterans across the country and millions of vacant job opportunities in America, Military Inclusion is proud to say that we are doing our part in building a bridge and a pathway to success for those who have served.

I look forward to working with you, and answering the call to duty.

Regards,

*Oran Brown*

Oran Brown  
CEO

Vets Hired  
619-277-9099

[www.VetsHired.us](http://www.VetsHired.us)  
[CEO@VetsHired.us](mailto:CEO@VetsHired.us)





# 2022 DIRECT PLACEMENT RECRUITING AGREEMENT

Thank you for the opportunity to partner with your organization ( \_\_\_\_\_ ) hereinafter referred as the "Client" and Vets Hired with headquarters at (5276 Churchward St. San Diego, California 92114) to provide recruiting and staffing solutions.

1. **Direct Placement Terms.** (Vets Hired) will recruit and refer qualified personnel as available and as needed for direct hire by the "Client" under the following terms and conditions:

1.1. Vets Hired shall assist in identifying, attracting, assessing and referring to you job candidates (also referred to herein as "applicants" or "candidates"), A fee of 10% of the candidates 1st year base salary ("Search Fee") will be due when a placement is made from a candidate referred or introduced by Vets Hired its agents, or employees. The Search Fee is due after the candidate has successfully completed all background investigations and agreed to company policies & employment agreements.

1.2. **60 Day Replacement Guarantee:**

If the candidate resigns or is terminated from your company within 60 days of starting work, Vets Hired agrees to find a replacement for that specific position at no additional charge. This replacement guarantee does not apply if the candidate is released from employment due to company reduction in force. The guarantee is based on calendar days beginning on applicant's start date. The guarantee shall be deemed void if the Search Fee is not paid within 45 days after the candidate starts employment.

2.1. A search may entail weeks or even months of work, therefore, "Clients" agrees that if a candidate submitted to "Client" by (Vets Hired) is hired either directly or indirectly within three hundred sixty five (365) days from the last discussion concerning such candidate it would be a result of (Vets Hired)'s efforts on behalf of "Client" and "Client" agrees to pay to (Vets Hired) the amount identified above in Section 1.1 of this Agreement.

2.2. Both (Vets Hired) and "Client" agree not to pursue employees. Should either party terminate this agreement, both parties agree not to pursue those employees or clients for a term of 6 months following the date of the last invoice with client.

2.3. The parties affirm and agree that they are equal employment opportunity employers and are in full compliance with any and all applicable anti-discrimination laws, rules, and regulations. The parties agree not to harass, discriminate against, or retaliate against any employee of the other because of race, national origin, age, sex, religion, disability, marital status, or other category protected by law; nor shall any party cause or request the

other party to engage in such discrimination, harassment, or retaliation. In the event of any complaint of unlawful discrimination, harassment, or retaliation, the parties agree to cooperate in the prompt investigation and resolution of such complaint, and shall indemnify each other with respect to any violation.

2.4. Neither this Agreement nor the services to be provided hereunder shall be construed to create any relationship of employment, agency, partnership or joint venture between the parties.

2.5. This Agreement may not be amended, except by writing or an additional Addendum executed between (Vets Hired) and the "Client".

2.6. This Agreement, and accompanying Addendums, sets forth the entire agreement of the parties and supersedes all other oral or written agreements between the parties.

2.7. This Agreement and services rendered with regard to the Agreement shall be deemed to have been entered into and performed at (Vets Hired)'s company headquarters in the State of California, and all questions concerning the validity, interpretation, or performance of any of its terms or provisions, or any rights, or obligations of the parties hereto, shall be governed by and resolved in accordance with the laws of the State of California.

If this agreement is agreeable to you, please sign, date, and email back to my attention at: CEO@VetsHired.us at your earliest convenience.

The Special Employer Incentives (SEI) program provides assistance to employers who hire Veterans. Employers are reimbursed for up to half the Veteran's salary to cover certain supplies and equipment, additional instruction expenses, and any loss of production.

[Work Opportunity Tax Credit \(WOTC\)](#) may be earned by employers who hire Veterans. Benefits range from \$1,200 to \$9,600, depending on the person hired.

Thank you for your business and thank you for supporting the veterans who put their lives on the line for our freedom!

Sincerely,

\_\_\_\_\_ (sign here)

Oran Brown,  
CEO, Vets Hired  
619-277-9099  
www.vetsHired.us

DATE : \_\_\_\_\_, 2022

Agreed and Accepted:

Name of Employer: \_\_\_\_\_

Corporate address: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax \_\_\_\_\_

Date: \_\_\_\_\_