

HGACBuy Solicitation: TS06-25
Response Price List
Respondent: Procom Services America, Inc.

Catalog Pricing		Other/Custom Pricing -Specific Services		
Type of Service(s) or Categories of Position(s)/Service(s)	List Price Book Name (e.g. Company Name and Catalog Version). List Price Book Shall be included in	Discount % Off List Price	Description of Service(s)/Position(s)	Pricing (clearly show pricing basis e.g. per hour, per month, per project)
*** This form shall be completed in its entirety and submitted in its original Excel format (no PDF) ***				
*** Respondent shall price list price book on this form (a X % off list) and include it in its entirety as an attachment in Response ***				
*** Respondent may include additional pricing on this form in the designated cells (Other Pricing) ***				
*** Respondent may add as many lines as is needed and may use supplemental documents (to be noted on this form) ***				
Type of Service				
Temporary Staffing and Direct Hire Services	Direct Hire	20.00%	Direct Hire Services - Standard 25% fee of hired candidate's base salary with a 90 day placement guarantee due at time of hire. Invoice must be paid within 10 days of the invoice date in order for replacement guarantee must be in effect. Discount is 20% off of our standard 25% pricing, with a reduction of guarantee from 90 days to 60 days.	We are Contingent Search, meaning no fee due until placement is made. Standard fee is 25% with a 90 day replacement guarantee if candidate is terminated. Free replacement and also 20% discount of fee if guarantee is shortened to 60 days.
		20.00%	Office/Administrative	We are Contingent Search, meaning no fee due until placement is made. Standard fee is 25% with a 90 day replacement guarantee if candidate is terminated. Free replacement and also 20% discount of fee if guarantee is shortened to 60 days.
		20.00%	All IT Roles	We are Contingent Search, meaning no fee due until placement is made. Standard fee is 25% with a 90 day replacement guarantee if candidate is terminated. Free replacement and also 20% discount of fee if guarantee is shortened to 60 days.
		20.00%	Professional/Management/Leadership	30% Placement fee based on difficulty of search in Executive Roles. Standard 90 day replacement guarantee applies.
	Temporary Staffing	1st 8 hours (1 Day) of Temp Work is Free	Office and Administrative Temporary Staffing Services Offered at 43% Markup: Markup Percentage: o This includes costs associated with recruitment, onboarding, training, and management of the temporary staff. The markup is transparently communicated and competitive within industry standards. ✓ Compliance and Benefits: o Procom takes on all the risks and responsibilities associated with temporary staffing, ensuring full compliance and peace of mind for TSMC. This includes thorough background checks, drug testing, and the management of recruitment overhead. We handle all General and Administrative (G&A) expenses, State Unemployment Insurance (SUI), Federal Unemployment Insurance (FUI), and payroll expenses. By managing these critical aspects, Procom guarantees that all temporary staff adhere to legal and regulatory requirements, allowing TSMC to focus on its core operations without the burden of administrative complexities	43% Markup over Pay Rate
		1st 8 hours (1 Day) of Temp Work is Free	Professional/Management/Leadership Temporary Staffing Services Offered at 43% Markup: Markup Percentage: o This includes costs associated with recruitment, onboarding, training, and management of the temporary staff. The markup is transparently communicated and competitive within industry standards. ✓ Compliance and Benefits: o Procom takes on all the risks and responsibilities associated with temporary staffing, ensuring full compliance and peace of mind for TSMC. This includes thorough background checks, drug testing, and the management of recruitment overhead. We handle all General and Administrative (G&A) expenses, State Unemployment Insurance (SUI), Federal Unemployment Insurance (FUI), and payroll expenses. By managing these critical aspects, Procom guarantees that all temporary staff adhere to legal and regulatory requirements, allowing TSMC to focus on its core operations without the burden of administrative complexities	43% Markup over Pay Rate
		1st 8 hours (1 Day) of Temp Work is Free	IT Temporary Staffing Services Offered at 43% Markup: Markup Percentage: o This includes costs associated with recruitment, onboarding, training, and management of the temporary staff. The markup is transparently communicated and competitive within industry standards. ✓ Compliance and Benefits: o Procom takes on all the risks and responsibilities associated with temporary staffing, ensuring full compliance and peace of mind for TSMC. This includes thorough background checks, drug testing, and the management of recruitment overhead. We handle all General and Administrative (G&A) expenses, State Unemployment Insurance (SUI), Federal Unemployment Insurance (FUI), and payroll expenses. By managing these critical aspects, Procom guarantees that all temporary staff adhere to legal and regulatory requirements, allowing TSMC to focus on its core operations without the burden of administrative complexities	43% Markup over Pay Rate

		Conversion Discounts	<p>Employee Hours Worked: 0-160 hours = 18% fee, 161-642 hours = 16% fee, 643-1,039 = 12%, 1,040+ hours = 5% fee. Procom will work with your internal team to coordinate transition of the conversion. In the event agency or its affiliate, agent or a third-party at the direction of agency, hires or engages an Assigned Worker in any capacity (directly or indirectly) (“Conversion”) within 180 days of such Assigned Worker performing work for the agency through Procom, the agency shall pay Procom a conversation fee according to the table within ten days after commencement of such employment, engagement or retention, based upon the salary to be paid to such worker by the agency (or its affiliate, agent or third party at the direction of the agency) in the first year of employment, engagement, or other form of retention.</p> <p>For hourly workers, the salary will be determined based on the hourly rate multiplied by 2,080 hours. Any conversion fee is subject to any limits provided by applicable legislation</p>	<p>0-160 hours = 18% fee, 161-642 hours = 16% fee, 643-1,039 = 12%, 1,040+ hours = 5% fee. Procom will work with your internal team to coordinate transition of the conversion. In the event agency or its affiliate, agent or a third-party at the direction of agency, hires or engages an Assigned Worker in any capacity (directly or indirectly) (“Conversion”) within 180 days of such Assigned Worker performing work for the agency through Procom, the agency shall pay Procom a conversation fee according to the table within ten days after commencement of such employment, engagement or retention, based upon the salary to be paid to such worker by the agency (or its affiliate, agent or third party at the direction of the agency) in the first year of employment, engagement, or other form of retention.</p> <p>For hourly workers, the salary will be determined based on the hourly rate multiplied by 2,080</p>