

**Pay for
your hires
interest free
over a whole
year, if they
leave, stop
paying.**

**Stonor's Pay as You Grow (PAYG) fee
structure explained.**



HIRE WITH CONFIDENCE

MARKETING | SAAS | AI

STONORSEARCH.COM

1

Flexible by Design

Unlike many recruitment businesses with a rigid fee structure, we tailor our service to suit each client and their unique requirements.

2

Fair, Transparent Fees

Typically our fees are charged as a percentage of the candidate's basic salary, with preferential terms available for exclusivity and/or volume hiring.

3

What is Pay As You Grow? (PAYG)

PAYG is an exclusive recruitment model that allows you to spread recruitment fees over 12 equal monthly instalments, interest-free.

4

Spread the Cost

Instead of being invoiced for the full fee when the new employee starts, you pay monthly across the first 12 months of employment.

5

Example

Candidate basic salary: £40,000
Fee (20%): £8,000
PAYG plan: £666.67 per month x 12 months (plus VAT)

7

Why do clients choose PAYG?

- Budget hiring costs monthly (as you would for freelance/contractor)
- Drastically reduce hiring risk - you only pay while the person is employed
- Ease cashflow by spreading payments interest-free
- Benefit from faster delivery and improved candidate control due to exclusivity

6

What are the payment terms?

Whether PAYG or conventional, our invoices are due within 30 days. PAYG instalments are invoiced monthly in advance.

FAQs

- Q - Is there a limit to the number of hires I can make on this basis?
A - No
- Q - What happens if the person does not pass their probation?
A - You only pay for the time the person is employed.



Pay as you Grow Terms of Business



Stonor Search & Selection Limited (“Stonor”, “we”, “us”) offers a monthly fee structure called Pay As You Grow (“PAYG”). These PAYG Terms of Business (“Terms”) apply where the Client chooses PAYG, which is available on an exclusive basis only.

1. DEFINITIONS

Client: the company, individual or organisation engaging Stonor.

Candidate: anyone introduced or referred by Stonor to the Client

Introduction: provision of a Candidate’s CV, details or any information enabling the Client to identify the Candidate.

Engagement: any employment, contract for services, consultancy or other arrangement where the Candidate provides services to the Client (directly or indirectly), including via any third party.

Connected Company: any parent, subsidiary, associate or entity under common control with the Client.

Remuneration: the Candidate’s first-year taxable gross remuneration including (without limitation) basic salary, guaranteed bonus/ commission and guaranteed allowances. Any car allowance shall be deemed to have a value of £6,000 per annum unless otherwise stated.

2. EXCLUSIVITY (ELIGIBILITY)

2.1 PAYG is available only where the Client engages Stonor on an exclusive basis for the role(s) agreed.

2.2 Exclusivity means the Client will not engage, instruct or accept candidate introductions from any other recruitment service provider for the relevant role(s) for the agreed exclusivity period (8 weeks from the date of initial brief, unless otherwise agreed in writing).

2.3 If the Client breaches exclusivity, Stonor reserves the right to convert the assignment to standard contingency terms and/or invoice outstanding sums due.

3. FEES & CALCULATION

3.1 Unless otherwise agreed in writing, the PAYG fee is 20% of the Candidate’s basic salary (plus VAT).

3.2 The Client agrees to confirm remuneration details and, upon request, provide the offer letter for fee validation.

3.3 The fee is payable in 12 equal monthly instalments starting from the Candidate’s commencement date.

4. INVOICING & PAYMENT TERMS

4.1 PAYG instalments are invoiced monthly in advance and payable within 30 days of invoice date.

4.2 All payments must be made without deduction, counterclaim or set-off.

4.3 VAT shall be payable at 20%.

5. WHEN THE FEE BECOMES PAYABLE

A fee becomes payable where a Candidate accepts an offer of Engagement at any time within 12 months of Introduction, and/or is engaged by the Client or any Connected Company (directly or indirectly) within 12 months of Introduction.

6. EARLY TERMINATION (STOP-PAY PROTECTION)

6.1 Under PAYG, there are no rebates. Instead, the Client benefits from stop-pay protection.

6.2 If the Candidate's employment ends within the 12-month PAYG period, instalments will cease from the month following the Candidate's final day of employment, provided that: (a) the Client notifies Stonor in writing within 7 days of employment ending; (b) the Client provides reasonable evidence upon request; and (c) the Candidate is not engaged or re-engaged by the Client or any Connected Company within 12 months of termination.

6.3 Instalments will continue where the Candidate remains employed by the Client or any Connected Company, even if their role, team, title, reporting line or employing entity changes.

7. CONFIDENTIALITY OF INTRODUCTIONS

Introductions are provided in strict confidence solely for the purpose of Engagement by the Client. The Client must not disclose Candidate information to any third party without Stonor's written consent. Where a Candidate is engaged by a third party as a result of disclosure by the Client (or via a Connected Company), a fee remains payable.

8. LATE PAYMENTS, DEFAULT & ENFORCEMENT

8.1 If any invoice is not paid by the due date, Stonor reserves the right to charge interest at 4% per annum above the Bank of England base rate, accruing daily until payment is made.

8.2 If two consecutive instalments become overdue and remain unpaid, Stonor may suspend work and/or invoice the remaining PAYG instalments in a single enforcement invoice provided the Candidate remains employed at the date the enforcement invoice is raised.

8.3 Enforcement invoices are payable within 30 days.

9. REFERENCES & SUITABILITY

The Client is responsible for taking up references and confirming qualifications and right to work. Stonor will take reasonable steps to identify suitable candidates but makes no warranty as to suitability or ongoing performance.

10. LIABILITY

Stonor's aggregate liability shall be limited to the total fee paid or payable in respect of the relevant Engagement. Stonor shall not be liable for indirect losses, loss of profit, loss of revenue, loss of data or consequential losses.

11. GOVERNING LAW

These Terms are governed by the laws of England and Wales and subject to the exclusive jurisdiction of the English courts.

12. ENTIRE AGREEMENT

These Terms constitute the entire agreement relating to PAYG and may only be varied by a written document signed by a Director of Stonor Search and Selection Ltd. If any part of these Terms is unenforceable, the remainder shall remain in full force and effect.

Please sign and date below to confirm acceptance of these terms.

Name:

On behalf of (client):

Date: