University of Florida

Amendment to Contract - Temporary Personnel Services Exhibit B - Pricing Matrix - **EFFECTIVE July 1, 2022**

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| **MARKUP PERCENTAGE (MULTIPLIER)** |
| (Includes Administrative Costs, Standard Backgrounds, Standard Drug Tests, Workers Comp, Payroll Taxes, ACA and Other Standard Service Costs) |
| **CLERICAL\*** | **LIGHT INDUSTRIAL\*** | **MEDIUM/REGULAR INDUSTRIAL\*** |
| Sample Job Types: Secretary, Clerks, Adimin/Office,Accountants, Paraprofessionals, Professionals, Cashiers | Sample Job Types: Lab Techs, Custodial, Warehouse Clerks,Clerical w/ Lt Ind Duties | Sample Job Types: General Labor, Grounds, Bldg Maintenance |
| **UF-Referred Talent** | **TF-Recruited Talent\*\*** | **UF-Referred Talent** | **TF-Recruited Talent\*\*** | **UF-Referred Talent** | **TF-Recruited Talent\*\*** |
| 28.1% (1.281) | 31.6% (1.316) | 36.6% (1.366) | 47.6% (1.476) | 40.6% (1.406) | 51.6% (1.516) |
| \*All job descriptions will be assessed at the time of order to determine job type category. Risk and physical requirements of position will be assessed for determination. |
| \*\*All TF-Recruited Talent mark-ups will reduce to the UF-Referred Talent mark-ups after the talent has completed working 4 complete work weeks on the UF assignment. |

**TERMS**

**UF-Referred Talent**: A candidate that has been sourced (located) by a UF department and referred to Spherion for employment to fill that UF department's order placed with Spherion.

**SPH-Recruited Talent**: A candidate that has been sourced by Spherion to fill a UF department's order placed with Spherion.

**CONVERSION FEE**

If a Spherion employee is transitioned to UF permanent employment between 1 and 45 calendar days from the start

date of the Spherion employee assignment, UF will pay to Spherion a conversion fee equal to five percent (**5%**) of the

converted employee's starting annual salary/earnings with UF. After 45 calendar days UF may convert a Spherion

employee to UF permanent employment without incurring a conversion fee.

**DIRECT PERMANENT PLACEMENT FEE**

If a Spherion candidate is selected for a UF order and the UF department wishes to hire the candidate as a

permanent UF employee rather than employing the candidate through Spherion, UF will pay to Spherion a placement

fee equal to ten percent (**10%**) of the candidate's starting annual salary/earnings with UF.

**INTERNATIONAL HIRE SERVICES**

As an additional service, Spherion provides assistance to coordinate international temporary services for UF where our

Randstad affiliate offices are located. Pricing for this service will be determined per order for UF's review.