

University of Florida
 Temporary Personnel Services
 Exhibit B - Pricing Matrix - **EFFECTIVE July 1, 2022**

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	SPH-Recruited Talent**	UF-Referred Talent	SPH-Recruited Talent**	UF-Referred Talent	SPH-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 SPH-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.