

Consultant Remuneration Scheme & Support Services

Remuneration Scheme

The Legalis remuneration model is based upon a transparent and non-discretionary financial model that includes four streams of income (see “Fees per collection levels” below):

- 1.A share of collections for your own revenue billed;
- 2.A share of collections on matters that you as an Originating Consultant refer to other Consultants.
- 3.Collections for your fee for supporting other Consultants on their client matters; and
- 4.A share of the collections attributed to Consultants who you have introduced to Legalis (“Consultant Referral Scheme”).

The amount of the collections that you receive for streams 1 through 3 will be split with Legalis in the proportions set forth in the table below, depending on where your year-to-date aggregate collections fall in the fee share bands at the time that the collections are received.

Fees per Collection Levels

Total Annual Collections in EUR	Consultant's Fee Share	Legalis' Fee Share	Example: Fee paid to Consultant on achieving top end collections
0-100,000	50%	50%	EUR 50,000
100,001-250,000	60%	40%	EUR 150,000
250,001-400,000	70%	30%	EUR 280,000
400,001+	80%	20%	80% of X

Origination Consultants

Those who refer matters from existing or new clients to another Consultant within Legalis to carry out the work, with the Origination Consultant often remaining the client relationship manager. We recommend a standard **15%** referral fee for the Origination Consultant (see “Fee Split Policy” below) however this can be agreed between the Origination and the Delivery Consultants as they see fit. The Legalis fee % will then be applied to each consultant based on their current fee share band.

Collaborative Matters

Depending on the size of a recruitment project, Consultants can and should work collaboratively with other Consultants across Legalis to maximize the success rate, which may include a full-on team effort or supporting each other with smaller elements of work. In this instance, Consultants are responsible to agree up front in the fee split and/ or billing rate for the work performed, using the Fee Split Policy as a guide.

Consultant Referral Scheme

If you introduce a new Consultant to Legalis who ultimately bills over EUR 100,000 in any one year, you will also receive a portion of their collections from Legalis’ retained share at a level that is based on the fee share band of the referred consultant relevant to those collections, beginning at 5% when the consultant is in the 60/40 band and reducing proportionately to 1.6% when the Consultant is in the higher bands, for as long as you both remain in the firm.

Fee Split Policy Summary between Consultants

Consultants are required to agree on any fee splits among themselves upfront. When a fee split cannot be entirely agreed upfront, a framework should be agreed and adjusted later. At the time when a Consultant gives a lead or referral to another Consultant, it is understood that Consultants should resolve the referral fee between themselves.

Legalis recommends the below stated fee split breakdown on contingent assignments:

BUSINESS DEVELOPMENT (25% of total activities)	
Origination	15%
Client Brief & Project Setup in Legalis system	5%
Terms (preparation, negotiation, execution w/ client)	10%

EXECUTION – CANDIDATE SIDE (50% of total activities)	
Sourcing & Pre-screening Candidates	20%
Interviewing & Profile writing	30%

EXECUTION – CLIENT SIDE (25% of total activities)	
Client Management	25%

For detailed information, please refer to the [Fee Split Policy](#) of Legalis.

Support Services Available to Consultants at Legalis

Legalis assesses a set-up fee in the amount of EUR 2,750 to be paid by the new Consultant over time from his/her collections. This set-up fee cements our commitment to each other and Legalis invests this fee back into the Consultant via the many readily available support services as set out below:

- Access to all systems (cloud based MS Office 365, Outlook, Teams, DocHub document management system) used at Legalis on your own device as well as corresponding systems training by the IT manager and Operations Director
- Formal onboarding by the Managing and Operations Directors of the Firm who will offer tailor-made advice to accelerate the new Consultant's success rate
- Legalis branded email signature, templates
- Administrative assistance to support your projects, including LinkedIn Recruiter candidate searches
- Marketing assistance with advertising roles on Legalis' social media platforms, including LinkedIn
- Regular calls via Teams to discuss ongoing tasks with the support team
- Top-tier office space in Budapest if needed
- Administrative services, including client billing and collection
- Remote IT support
- Periodical virtual and in-person team gatherings, events

Legalis fosters a collaborative, pleasant and professional work environment through open communication, shared ideas, efficient remote teamwork and dedication to excellence in our client services.