

5.10 Cost Proposal

5.10.1 Provide proposed fees for services, containing the estimated hours by task and applicable hourly rates.

5.10.2 If additional or alternative efforts are recommended, these items should be broken out and their proposed fees should be broken out separately from the primary tasks.

Task	Estimated Hours	Hourly Rate	Total Cost
1. Position Intake & Job Profiling Client intake call, job analysis, market alignment	4 hours	\$85	\$340
2. Sourcing & Candidate Outreach Job board sourcing, LinkedIn Recruiter, referrals, CRM mining	15 hours	\$95	\$1,425
3. Resume Screening & Shortlisting Initial screen, scorecard ranking, shortlist presentation	10 hours	\$90	\$900
4. Candidate Interviewing Phone screens, video interviews, behavioral assessments	8 hours	\$95	\$760
5. Reference & Background Checks Employment verification, education, basic background check	4 hours	\$85	\$340
6. Offer Coordination & Negotiation Salary negotiations, start date coordination, candidate prep	3 hours	\$95	\$285
7. Client Reporting & Admin Weekly status reports, compliance logs, timekeeping	3 hours	\$75	\$225
Total Hours	Total Estimated Cost		
47 hours	\$4,275 (per position filled)		