

# The Gecko Guarantee

At Gecko Hospitality, we recognize that every placement is an investment in human capital. Our innovative assurance program can save clients valuable time, money, and resources when hiring the highest qualified candidates.

To demonstrate our commitment to the long term success of our client relationship, Gecko Hospitality offers an unprecedented **1-Year Guarantee**. In the unforeseen event our candidate leaves his/her employment for ANY reason, Gecko Hospitality will apply a credit towards finding a replacement. In addition to our 1-Year Guarantee, Gecko Hospitality also provides our clients with a 6-Month and a 90-Day Guarantee option which is dependent on our client's needs.

## 1 – YEAR GUARANTEE

- If the candidate should leave his/her employment within the first 120 days, Gecko Hospitality will replace the candidate at No Charge.
- If the candidate should leave his/her employment within the 121st – 180th day, Gecko Hospitality will replace the candidate at 25% of the original fee.
- If the candidate should leave his/her employment within the 181st – 365th day, Gecko Hospitality will replace the candidate at 50% of the original fee.

## 6 – MONTH GUARANTEE

- If the candidate should leave his/her employment within the first 90 days, Gecko Hospitality will replace the candidate at No Charge.
- If the candidate should leave his/her employment within the 91st –180th day, Gecko Hospitality will replace the candidate at 50% of the original fee.

## 90 – DAY GUARANTEE

- If the candidate should leave his/her employment within 90 days, Gecko Hospitality will replace the candidate at No Charge.

*37 Offices in North America*



## NORTH AMERICA'S #1 HOSPITALITY RECRUITER.

We encourage our clients to dictate the level of guarantee desired for every recruitment situation, and compare alongside the critical and contributing factors you will need to evaluate such as:

- Degree of geographical reach
- Candidate experience and education level desired
- The extent of the position competencies necessary to perform the job at a high level
- Amount of time needed to “on-board” a new team member
- Compensation

All of these should play a pivotal role in determining the type of guarantee sought. If you should have any questions or need further assistance in determining a suitable guarantee, please contact your local Gecko Hospitality recruiter or contact our corporate office at **866-604-3256**.

### CORPORATE OFFICES:

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