

## **FAQ's**

**What are the specific unit location requirements you require in order to authorise the placement of an IRE Recruitment services Licence?**

- **Ground floor access**
- **Wheelchair accessible**
- **Close to high Employment areas**
- **Ideally on public transport route.**

**What is the initial Investment cost at start up?**

**Initial Fee; €25,000**

Office Set up fees; €5,000 depending on if significant refurbishment is not required. Suggested Reserve; €10,000

**What do I get for my money?**

You get the opportunity to operate an IRE Recruitment Services business from your location for a period of 5 years under our Trademark and as per our business practices outlined in our Licensee Pack provided.

**How much working capital is required in order to be considered for the IRE Recruitment Services franchise opportunity?**

Minimum of €50,000 along with the credit facility of invoice Discounting.

**What type of legal agreements are we required to sign and what is the term?**

Initial Licence Agreement will be 5 years renewable

Licence Agreements will be a 5 year renewable agreement

**Do we have an automatic right to renew the legal agreements once the original agreements run out?**

Yes all Licence Agreements contain an automatic right to renewal subject to the renewal provisions as set out in the Legal Agreement.

**Is any part of the Initial Licence Fees Refundable.**

The initial Licence fees are not refundable unless the licensee does not progress. In that case the initial fees paid less the Licensors costs Involved in processing the application will be refunded.

**What are the additional on-going Management Services Fees and do you charge a Marketing fee as well?**

There are no Marketing fees to be applied.

Management Service Fee (MSF) is charged @ 3% of Gross Turnover Net of Vat.

**How quickly can I commence trading?**

Normally our assessment process will take up to 2 months. If successful each candidate will receive 2 weeks comprehensive training before establishing the business approx..

**Can I retain my existing business and acquire an IRE Recruitment Licence in addition to my existing business?**

Yes but you will be required to ensure that sufficient time and resources are provided to maximise the potential recruitment in your territory.

**What territories are currently available? On website**

The territories we are seeking candidates for are outlined on the website.

**How does the Licensee recruitment process work process tend to work?**

The process is outlined on the website.

**Am I required to use the main office invoicing and administrative support services and if so what is that fee?**

Yes you are required to use the main office invoicing and payroll support services at no additional cost. The admin cost is included in the MSF charged monthly.

**When will I see the return on my investment?**

Return on Investment will be totally dependent on the level of effort put into the business and the successful placements of candidates with your client companies. This will be assessed through the business planning process.

**How are the fees paid;**

Initial fee is paid up front prior to signing the Legal agreements.

The ongoing MSF fees are paid 30 days in arrear of invoicing at month end.

**Can I sell the business during the 5 year term?**

Yes you can but only to a Licensee approved by us the Licensor. The sale of the business and associated costs will be the sole responsibility of the Licensee.

**In selecting your licensees what are the key criteria that you consider to be important?**

- **Individuals with strong management ability and commitment to succeed through hard work and dedication to the business.**
- **business experience and passion to be successful.**
- **Candidates need to have the necessary financial resources to launch and maintain an IRE Recruitment Services office.**
- **Good Business Development and Inter Personal Skills.**
- **There is no requirement to hold previous experience in the recruitment sector.**