






APSCo Deutschland is the German Trade Body for Professional Recruitment Firms in Germany.

## MEMBERSHIP – RECRUITMENT MEMBER

The APSCo Deutschland fee structure is based on the relevant annual turnover related to recruitment into, within or out of Germany (yearly rate):

 <b>Enterprise</b>	Annual turnover over €50m	€7,990
 <b>Evolution</b>	Annual turnover €10m - €50m	€5,490
 <b>Break-Through</b>	Annual turnover €2m - €10m	€3,650
 <b>Market Entry</b>	Annual turnover under €2m	€2,990
 <b>Start-up</b>	First 24 months after commercial registr.	€990








## BRAND MEMBERSHIP

For companies who wish to associate multiple brands with APSCo Deutschland membership, there is a **€1,420 brand membership** per brand. The largest business (by turnover) holds the main membership.

## JOINING FEE

There is a one-off joining fee of €1,000.

## GENERAL NOTES

-  The initial minimum membership period is two years from the date of signing.
-  Companies joining during the membership year will receive the initial invoice for a full 12-month period.
-  The second invoice will be calculated pro-rata until the 31<sup>st</sup> December of the following year and subsequent invoices will be issued to reflect the standard Membership Period from January 1<sup>st</sup> through to December 31<sup>st</sup> of each year.
-  Membership is automatically recurring but may be cancelled by writing to APSCo Deutschland and receiving a written acknowledgement of receipt:
  - no later than 2 months before the end of the two-year initial minimum period.
  - Thereafter by the 31<sup>st</sup> October of that year for the subsequent year's membership.
-  No refunds are offered for unused membership and all fees relating to the minimum membership period must be paid in full irrespective of when the cancellation notification is received.
-  VAT is chargeable at the applicable rate where appropriate.
-  Payment Terms are 30 days from the date of invoice.

Should you have any questions please contact us by email on [deutschland@apsco.org](mailto:deutschland@apsco.org) or by telephone on +49 (0) 30 75649872 and +49 (0) 30 75649873