

## Argonne National Laboratory Prime Contract

### Appendix A Advance Understandings on Human Resources

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*Last revised: August 15, 2012*

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#### **SECTION X - COSTS OF RECRUITING PERSONNEL**

The Contractor may incur costs for the recruitment of personnel, as follows:

1. Costs of advertising and agency and consultant fees.
2. Recruiting Expenses - The Laboratory may reimburse consistent with other provisions of this contract, employees traveling for recruiting purposes the actual cost incurred for the following expenses: transportation, lodging, and meals for prospective employees and, when approved, by the Laboratory Director, for spouses or representatives of academic institutions, professional societies and other scientific organizations and incidental expenses incurred in recruiting.
3. New or prospective employees who have been offered and have accepted a position, and who are required to take a pre-placement physical examination, shall be reimbursed for costs of the physical examination.
4. Costs associated with pre-employment screening shall be allowable.