



How Payment Works

Simple, Transparent Pricing – No Hidden Costs



What Employers Pay

- **Project Fee:** set by the employer based on project scope. The average cost for a 10-hour project is \$222.22.
- **Employer Account & Project Posting Access:** Free
- **Optional Subscription:** annual fee for company-wide access to candidate engagement data, skills insights, and recruiting system export, starting at \$5,000.



Where Payment Goes

- **90% of the project fee** goes directly to the Micro-Intern you select as a project payment. This amount is displayed to candidates when they apply for transparency.
- **10% of the project fee** goes to Parker Dewey to cover platform support and payroll processing.
- **Optional Subscription** fees go towards feature development, maintenance, and operation of the Parker Dewey platform, similar to other HR tools.



How Payments Are Handled

- Invoice for payment is sent only after you select a Micro-Intern.
- Parker Dewey accepts ACH, credit card, or invoice payment; choose the method that works best for your team.
- Project payment is held in escrow until the project is completed and confirmed by both parties.
- Parker Dewey releases payments at the end of each month to Micro-Interns.
- Annual tax forms (e.g. 1099s) are handled by Parker Dewey as needed.



Why Per Project, Not Hourly?

- **Micro-Interns** are learning while doing. Some may already be experts at your given deliverable, others may be developing new skills on-demand.
- **What they see is what they get**, and what you budget is what you pay. Micro-Interns learn to manage scope and deadlines, just like they will in full-time roles.
- **Promotes autonomy** and efficiency.
- **Avoids compliance** and classification issues.
- **Keeps projects outcome-focused**, not time-bound.



Optional Subscription

- An annual employer subscription to Parker Dewey+ includes:
- Full access to candidate engagement data, skills insights, and exportable data.
 - Early access to high-potential talent to build your best candidate pipeline.
 - Company-wide usage and reporting tools.
 - White-glove support for recruiters and hiring managers.
 - A 60-day free trial is available for qualifying employers.