



18th September 2025

To Whom it may Concern,

Proposal for deployment of Project Health Control (PHC) on a project:

**Annobil Leads Network (ALN)
A TTGD Eco Society - (P375)**

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Proposal Summary

This proposal sets out a structured plan to deploy the Project Health Control (PHC) Service as the core governance and monitoring mechanism for a pilot initiative titled [project name], described separately below.

The PHC Service is a flexible, phased methodology designed to enhance project performance through real-time oversight, risk management, and stakeholder coordination. It is particularly well-suited to initiatives where credibility, transparency, and scalable accountability are essential, whether in infrastructure, community engagement, or public support systems.

PHC deployment follows a consistent three-phase approach:

1. **Pre-start 7-Day Review** - A rapid diagnostic to assess feasibility, identify risks, and define next steps.
2. **Setup Phase** - Implementation of PHC governance systems, stakeholder frameworks, and reporting tools.
3. **Continuation Phase** - Ongoing support including real-time monitoring, adaptive planning, and team scaling.

By applying the PHC Service to the initiative described in the next section, this proposal aims to enable efficient launch, clear visibility of progress, and long-term sustainability, all within a model that adapts to project scale, budget, and social impact goals.

Project Summary: TTGD Ghana, Saforo Eco Society

Project [project name] is [project description]

]



Involved Parties

The following organisations and stakeholder groups are expected to be involved in the design, oversight, or delivery of the **Ghana, Soforo Eco Society**:

- **Order Efficiency Ltd**
Provider of the PHC Service and overall governance methodology. Responsible for implementing the PHC framework, reporting mechanisms, and Consultant training during all three phases of the pilot.
- **[Project owner/sponsor]**
[Project owner/sponsor role]
- **Project Participant Group**
[project specific participant group description]
- **Local Government or Community Hosts (TBC)**
A supporting local authority, community hub, or civil society group will act as the geographic or administrative host for the pilot. This group will assist with local engagement, participant support, and public visibility.
- **PHC Mentors and Consultants**
Strategists and Analysts from the PHC Consortium will oversee training, provide daily guidance, and track participant progress during the pilot. Their engagement will be partially subsidised under the PHC accessibility model (see Appendix 6).
- **Independent Observers or Research Bodies (Optional)**
One or more research or evaluation partners may be invited to document the process, assess outcomes, and contribute learning for potential scaling or integration with public systems.

Operational Strategy

The project **[project name]** will be delivered through the standard three-phase Project Health Control (PHC) deployment model. Each phase is designed to add structured governance, reduce risk, and establish mechanisms for traceable value contribution, without placing unnecessary burden on participants or host agencies.

- **Pre-start 7-Day Review:** PHC Tooling used to produce a ‘green light’ Report.
 - **Setup Phase:** A rapid 2-month deployment of core PHC Systems.
 - **Continuation Phase:** A renewable 12-month operational period focused on scalability and localized implementation.
-



Phase 1: Pre-start 7-Day Review

Timeline: 1 Week

Focus: Diagnostic review to confirm feasibility, define participant roles, and assess pilot readiness.

Activities:

- Conduct stakeholder briefings to introduce PHC methodology.
- Identify suitable host location(s) and participant recruitment strategy.
- Perform SCALPED-based analysis to review concerns, actions, stakeholder fit, and expected deliverables.
- Align with [project owner/sponsor] compliance requirements and ensure non-interference with UC eligibility.
- Produce a “Go / No-Go” advisory report, including:
 - Risk map
 - Participant role profiles
 - Timeline for Setup Phase
 - Baseline concerns register

Deliverables:

- PHC 7-Day Review Report (with SCALPED indicators)
 - Draft stakeholder map and engagement plan
 - Participant intake strategy
 - Pilot budget confirmation aligned to Appendix 6 cost model
-

Phase 2: Setup

Timeline: 2 Months

Focus: Formal launch of the pilot including onboarding, tooling setup, and participant induction.

Activities:

- Finalise list of participants and assign Trainee roles.
- Deploy PHC Timechunk tracking system and assign access credentials.
- Conduct orientation and light training for participants (e.g. PHC Portal usage, activity recording).
- Define expected hour allocations (e.g. 33–36 hours/month).



- Appoint PHC Mentors and Consultant oversight team.
- Engage local host organisation for logistical and moral support.

Deliverables:

- Fully operational PHC dashboard for pilot tracking
- Trainee onboarding complete, with assigned goals
- Risk mitigation plan (live)
- Public communication materials (optional)

Phase 3: Continuation

Timeline: 12 Months (Renewable)

Focus: Real-time monitoring, adaptive support, and data gathering for public value evaluation.

Activities:

- Weekly tracking of Trainee time entries and issue logging
- Monthly reviews with Mentors and participating bodies
- Performance-based progression to Admin level (optional)
- Evaluation of participant satisfaction, skill acquisition, and system integrity
- Prepare summary reporting for funders, public bodies, or potential scale-up discussion

Deliverables:

- Regular Project Health Reports and Performance Reviews.
- Scalable team structure, with additional Consultants deployed as needed.
- Annual Stakeholder Review and Renewal Plan.



Expected Outcomes [project specific]

The project [project name] is designed to deliver both immediate operational value and strategic insight into how alternative public support models can function. Outcomes are grouped into four key domains:

1. Demonstrated Model for Accountable Public Support

- A working demonstration of how public financial support (e.g., Universal Credit) can be translated into **tracked, time-based contribution** without coercion or rigid conditionality.
- Delivery of **clear, real-time data** on hours contributed, tasks undertaken, and governance status — in contrast to abstract compliance reporting.

2. Participant Visibility and Career Progression

- All participants enrolled as PHC Trainees gain:
 - **Public visibility** (if opted in) via the PHC Portal,
 - **Skills acquisition** through guided contribution,
 - A **real pathway to progression**: Admin → Analyst → Strategist, based on merit and tracked experience.
- Successful participants may continue on future PHC-serviced projects, either while on UC or after transitioning into employment.

3. Institutional Learning for DWP and Partners

- Clear insight for DWP, local authorities, or support charities into:
 - What motivates voluntary contribution,
 - How traceable value compares to traditional compliance frameworks,
 - Where future **hybrid models** of support could reduce fraud, disengagement, or overhead.

4. Scalable Governance Mechanism for Community-Level Projects

- Validation of the PHC Service as a **low-cost, scalable governance layer** that can be applied to:
 - Youth engagement schemes,
 - Grassroots humanitarian work,
 - NEET-targeted initiatives,
 - Or even parallel welfare alternatives in other jurisdictions.



Conclusion [project specific]

This proposal outlines a low-risk, high-transparency pilot initiative designed to test a bold yet practical alternative to traditional welfare compliance models. By deploying the **Project Health Control (PHC) Service** within the framework of a small-scale, voluntary participant group, the project **[project name]** aims to demonstrate how public support can be transformed from passive subsidy into **visible, accountable community value**.

Rather than creating a new bureaucracy, the PHC framework leverages **light-touch oversight, real-time reporting, and participant recognition** — all while remaining compatible with existing Universal Credit structures. Participants receive structure, visibility, and a growth path. Funders and policymakers gain insight, risk control, and evaluative data.

The pilot is designed to be modest in cost, flexible in delivery, and significant in learning. If successful, it may point the way toward scalable models for **dignified public support** — not just in the UK, but globally.

Order Efficiency Ltd welcomes the opportunity to deliver this work in collaboration with public sector partners, and to invite others to shape, observe, and extend what follows.

Sincerely,

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Appendix 1 - Cost Structure

Category	Description	Total Cost
Training and Development	Training for Stakeholders and PHC staff on system use and reporting	[undetermined]
Travel and Logistics	Travel costs for on-site setup, inspections, and team collaboration	[undetermined]
Risk Management	Risk assessment resources, including contingency planning and insurance	[undetermined]
Cloud Services/Data Storage	Data storage for project datasets and real-time reporting	£1,900
Miscellaneous Expenses	Unexpected costs related to logistics, setup, or project adjustments	[undetermined]
PHC 7-Day Review	Costs for PHC Service in Pre-start Review (7 days)	£2,366
PHC Setup Costs	Costs for PHC Service in Phase 1 (2 months)	£7,560
PHC Continuation Costs	Costs for PHC Service in Phase 2 (annual recurring)	£250,320

This table provides a structured overview of potential expenses, with placeholder values to be filled as budget details are finalized.

Additional Considerations

(1) The cost includes an allowance for trainees on the project as an optional use of the project's Corporate Social Responsibility budget.

For the PHC Setup phase: 10x Trainees at a total cost of £3,360.

For the PHC Continuation phase: 100x Trainees at a total cost of £201,600

Normally we say that if the Trainee option is omitted, the PHC costs for Setup and Continuation reduce to £4,200 and £48,720 respectively. However in this proposal the training is an integral part.

(2) The table reflects the costs for PHC core elements of the Pre-start, Setup and Continuation phases only. Other costs remain 'undetermined' pending early-as-possible definition after the PHC Service start. The early stages of PHC Service implementation will help identify these additional costs.

(3) For Cloud Services, costs detailed are for access to the proprietary database from Claris Filemaker allowing 10 seats, sufficient for the PHC Team and selected operational staff from Stakeholder Groups. For the whole project workforce, PHC data is accessed via a browser-based username/password system which we provide free as part of the PHC Service offering.



7 Day Review													16/06/2025		
P369 – UK DWP Pilot	Hourly Rate to Person	PHC Provider Markup	Hourly Rate to Partner	Partner Markup	Hourly Rate to Client	People in Role	Hours / Week	Contract Hours	Contract Cost	Partner Markup	Cost to Client	20%	20%	Total contract value per role 100% member	
Strategist	£45	40%	£63	0%	£63			0	£0	£0	£0	£0	£0	£0	
Analyst	£30	40%	£42	0%	£42	1	10	40	£1,680	£0	£1,680	£240	£240	£1,200	
Admin	£18	40%	£25	0%	£25	1	7	28	£686	£0	£686	£98	£98	£490	
Trainee	£6	40%	£8	0%	£8			0	£0	£0	£0	£0	£0	£0	
Guest	£0	40%	£0	0%	£0			0	£0	£0	£0	£0	£0	£0	
	50%	40%		0%		Months	1	68	£2,366	£0	£2,366	£338	£338	£1,690	
Monthly Split	£2,366.00	0%													
	£2,366	£0	£2,366												
Month	PHC Provider	Partner	To Client							No Train	£2,366	What goes to the Society projects	Amount retained by OE	What all the PHC Consultants receive.	
1	£2,366	£0	£2,366												
2															
3															
4															
The distribution amounts															

PHC Service Setup														16/06/2025	
P369 – UK DWP Pilot	Hourly Rate to Person	PHC Provider Markup	Hourly Rate to Partner	Partner Markup	Hourly Rate to Client	People in Role	Hours / Week	Contract Hours	Contract Cost	Partner Markup	Cost to Client	20%	20%	100% member	Total contract value per role
Strategist	£45	40%	£63	0%	£63	1	5	40	£2,520	£0	£2,520	£360	£360	£1,800	£1,800
Analyst	£30	40%	£42	0%	£42	1	5	40	£1,680	£0	£1,680	£240	£240	£1,200	£1,200
Admin	£18	40%	£25	0%	£25			0	£0	£0	£0	£0	£0	£0	
Trainee	£6	40%	£8	0%	£8	10	5	400	£3,360	£0	£3,360	£480	£480	£2,400	£240
Guest	£0	40%	£0	0%	£0			0	£0	£0	£0	£0	£0	£0	
	50%	40%		0%		Months	2								
								480	£7,560	£0	£7,560	£1,080	£1,080	£5,400	
Monthly Split	£3,780.00	0%								0%					
	£7,560	£0	£7,560												
Month	PHC Provider	Partner	To Client							No Train	£4,200	What goes to the Society projects	Amount retained by OE	What all the PHC Consultants receive.	
1	£3,780	£0	£3,780												
2	£3,780	£0	£3,780												
3															
4															
The distribution amounts															

Continuation														16/06/2025	
P369 – UK DWP Pilot	Hourly Rate to Person	PHC Provider Markup	Hourly Rate to Partner	Partner Markup	Hourly Rate to Client	People in Role	Hours / Week	Contract Hours	Contract Cost	Partner Markup	Cost to Client	20%	20%	100% member	Total contract value per role
Strategist	£45	40%	£63	0%	£63	1	5	240	£15,120	£0	£15,120	£2,160	£2,160	£10,800	£10,800
Analyst	£30	40%	£42	0%	£42	1	5	240	£10,080	£0	£10,080	£1,440	£1,440	£7,200	£7,200
Admin	£18	40%	£25	0%	£25	2	10	960	£23,520	£0	£23,520	£3,360	£3,360	£16,800	£8,400
Trainee	£6	40%	£8	0%	£8	100	5	24,000	£201,600	£0	£201,600	£28,800	£28,800	£144,000	£1,440
Guest	£0	40%	£0	0%	£0			0	£0	£0	£0	£0	£0	£0	
	50%	40%		0%		Months	12								
								25440	£250,320	£0	£250,320	£35,760	£35,760	£178,800	
Monthly Split	£20,860.00	0%								0%					
	£250,320	£0	£250,320												
Month	PHC Provider	Partner	To Client							No Train	£48,720	What goes to the Society projects	Amount retained by OE	What all the PHC Consultants receive.	
1	£20,860	£0	£20,860												
2	£20,860	£0	£20,860												
3	£20,860	£0	£20,860												
4	£20,860	£0	£20,860												
5	£20,860	£0	£20,860												
6	£20,860	£0	£20,860												
7	£20,860	£0	£20,860												
8	£20,860	£0	£20,860												
9	£20,860	£0	£20,860												
10	£20,860	£0	£20,860												
11	£20,860	£0	£20,860												
12	£20,860	£0	£20,860												
13															
The distribution amounts															



Appendix 2 – Links and Documents

Project Specific Links [customise to the project]

1	CIA DWP Project Summary.pdf
2	PHC Report (including SCALPED documents)
3	PHC Portal Access
4	P369 Rate Calculator.xlsx
5	P369 Rate Calculator - 7-Day Review.pdf
6	P369 Rate Calculator - Setup Phase.pdf
7	P369 Rate Calculator - Continuation Phase.pdf

PHC Reference Documents

1	Company Profile (Overview)
2	Company Brochure (Summary of Services)
3	Order Efficiency Presentation
4	PHC 7-Day Review Proposal Framework
5	Incorporation Package (Structure & Governance)
6	Evolution of PHC (History & Development)
7	Why Projects Break Budgets (PHC Diagnostic Lens)
8	The Story of PHC (Founder's Vision)
9	PHC Concerns Management Scope (Railway Travesty)
10	PHC Concerns Management Scope.pdf
11	PHC Service Charter.pdf

PHC Reference Videos

1	QA-13 - The PHC Value Proposition.mp4
2	PHC in Action.mp4
3	Seven PHC Lists.mp4



Appendix 3 – PHC 7-Day Review Details

The PHC 7-Day Review is the first step in the governance and setup of any PHC-serviced project. It functions as a compact, low-risk entry service, producing a precise snapshot of project readiness and stakeholder alignment. It is both a diagnostic tool and a confidence builder, delivering value even where no long-term engagement follows.

◆ Purpose of the 7-Day Review

- Acts as a **‘fail fast’ mechanism**, helping to determine whether and how to proceed
- Uses PHC’s SCALPED methodology to uncover **risks, inefficiencies, and blind spots**
- Serves as a **launch pad for project-wide transparency, structure, and coordination**
- Allows all contributors to begin building **their profile in the PHC ecosystem**, including eligibility for listing in the PHC Portal and early benefit via Community Share

◆ SCALPED Methodology Framework

The Review is powered by PHC’s structured diagnostic lens:

Schedule	Critical path clarity, milestone definition, baseline realism
Concerns	Early flags across technical, political, social, and management domains
Actions	Existing planned responses, gaps in accountability
Locations	Site readiness, logistics, jurisdictional overlaps
People	Stakeholder mapping, key actors, missing roles
Events	External deadlines, dependencies, permit triggers
Deliverables	Key outputs, current status, and tracking mechanisms

◆ Review Structure: Daily Focus

Day	Focus	Key Outputs
1	Orientation & Access	Briefing, contact mapping, document collection
2	SCALPED Review – Part 1	Risks and concerns tied to Schedule, Concerns, Actions
3	SCALPED Review – Part 2	Analysis of Locations, People, Events, Deliverables
4	Stakeholder Alignment	Interviews, influence mapping, trust barriers



Day	Focus	Key Outputs
5	Risk & Opportunity Mapping	Initial Concern Register and classification
6	Report Drafting & Pre-Debrief	First draft, recommendations, client preview
7	Final Presentation & Decision	Full report handover, Go/No-Go advisory, feedback session

◆ Deliverables Provided

- **PHC 7-Day Review Report** with RAG indicators, narrative analysis, and recommendations
 - **Initial Concern Register** capturing both risks and unresolved issues
 - **Stakeholder Influence Map** and potential governance risks
 - **Timechunk entries** for all participating PHC Consultants (and trainees)
 - **Entry record on the PHC Portal** for eligible individuals and early project traceability
-

◆ Implementation and Terms

- **Delivery Team:** Typically 1 Analyst, 1 Admin
 - **Duration:** 7 calendar days (may stretch over more if coordination requires)
 - **Delivery Mode:** Remote and/or on-site, flexible per project context
 - **Participation:** Stakeholders are encouraged to be present, but minimal effort is needed to receive full benefit
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◆ Strategic Impact

- The Review delivers **real decision-making power**:
- Stakeholders get a **clear green/yellow/red assessment** of project health
- Sets a **cultural tone** of openness, tracking, and action from day one
- Builds internal and external credibility with partners, investors, and regulators
- Launches the **first layer of the PHC governance footprint**, allowing it to grow as needed into Setup and Continuation phases



Appendix 4 - Community Share Allocation Protocol

At the core of every PHC 7-Day Review for a fully commercial project (not applicable for projects with discounted rates) is our commitment to **inclusive value distribution**. This includes a designated **Community Share that is 10% of 7-Day Review cost**, allocated per engagement, designed to reward those who initiate, support, or open doors to new project opportunities.

How It Works:

- The share is assigned at the point of project confirmation.
- The referrer (or primary contact group) may choose:
 - To retain the full amount personally.
 - To **share it** among one or more colleagues, assistants, community members, or others who supported the engagement.
- Allocation is entirely at their discretion—we simply ask for:
 - **Names and bank details** of recipients.
 - A basic description (optional) of each beneficiary's role.

Why It Matters:

We know that behind every deal are many contributors—often invisible, informal, or underappreciated. The PHC Community Share is our way of acknowledging that the work starts *long* before the review begins.

This mechanism:

- **Recognises grassroots contributors**
- **Strengthens trust networks**
- **Keeps economic benefit circulating locally**
- And reinforces our founding principle: **“Value must be shared to be sustained.”**

Notes:

- This amount is in addition to consultant and delivery fees.
- Recipients need not be formal stakeholders—just helpful humans.
- If no preference is expressed, funds will be distributed by the PHC Ambassador managing the project.



Appendix 5 – PHC Share-Out Mechanism

At the heart of the Project Health Control (PHC) Service is a transformative principle: **value created by a project must circulate beyond its core stakeholders to benefit the wider ecosystem that enables its success.** The **PHC Share-Out Mechanism** operationalizes this principle.

While the Community Share (10% of 7-Day Review) acknowledges early contributors to project engagement, [for non discounted projects] the **PHC Share-Out** is a **system-wide value distribution model** tied to project performance, accelerated delivery, and surplus success. It is one of the core innovations that sets PHC apart from conventional governance and project oversight frameworks.

◆ How the Share-Out Works

1. **Each PHC-Serviced project maintains a Share Pot**, funded progressively through:

- Efficiency gains (e.g., early completion bonuses)
- Voluntary contributions from owners and stakeholders
- A fixed percentage of commercial project billing, where agreed

2. **The Share Pot is released based on milestone achievement**, such as:

- Early delivery of critical infrastructure
- Verified cost savings through PHC intervention
- Sustainability benchmarks being met (e.g., local hiring targets)

3. **Distributions from the Share Pot are made to:**

- **PHC Contributors:** Consultants, trainees, and other active participants
- **Humanitarian Projects:** Identified by the Consortium as high-impact local causes (education, power, food security, environmental protection, etc.)
- **Local Community Beneficiaries:** Via trusted local networks, often tied to elders, cooperatives, or civil groups

4. **Recipients choose where to direct their Share portions**, using a PHC web interface that offers a range of cause categories—much like choosing where your taxes go, but transparently and voluntarily.



◆ **Why This Matters**

- **It incentivizes collaboration and efficiency**, turning project acceleration into shared opportunity.
 - **It localizes the benefit of large infrastructure investments**, making them meaningful even for those not directly employed by the project.
 - **It builds trust and public goodwill**, reducing resistance and enhancing stakeholder engagement.
 - **It establishes a parallel funding engine for humanitarian initiatives**, reducing donor fatigue and reliance on grant cycles.
-

◆ **Transparency and Governance**

All Share-Out distributions are:

- **Logged and viewable** via the PHC Portal for internal and regulatory review
- **Subject to project-specific governance rules**, overseen by PHC Ambassadors and optionally audited by third parties

The Share-Out mechanism is not a charity overlay—it is an integrated design feature of the PHC Service that ensures **sustainable impact, shared success, and social equity** are built into the project from day one.



Appendix 6 – PHC Service Cost Model & Accessibility

The PHC Service, provided by Order Efficiency Ltd, is a structured project governance and monitoring system originally designed for large-scale commercial production projects. Consultant rates for this service range from **£12 to £90 per hour**, depending on the level of the PHC Consultant engaged (Admin, Analyst, or Strategist).

However, Order Efficiency Ltd itself operates as a **humanitarian enterprise**, and the PHC Service is offered across all project types, including small-scale and low-budget humanitarian initiatives. Recognizing that many vital community and environmental projects cannot afford full commercial consulting rates, we have adopted a **flexible and inclusive pricing model** to make PHC Service accessible to all.

PHC Consultant Portfolio Model

Each PHC Consultant typically manages a portfolio of **six (6) projects**, balanced as follows:

- **1 Commercial Project:** Charged at the full hourly rate (100%). This underwrites professional sustainability.
- **2 Government or Non-Production Projects:** These address societal problems but may not generate direct production revenue. Rates are partially reduced (typically 50–100%) depending on available funding.
- **3 Humanitarian Projects:** These include grassroots development projects like the TTGD EcoSocieties. For these, the standard charge is reduced to **just 10% of the normal rate**, and in many cases, consultants may choose to contribute their time at no cost.

How TTGD (Through The Golden Door) Projects Fit

All TTGD EcoSociety initiatives are recognized as **humanitarian projects**. As such:

- They are eligible for the **90% fee reduction**, bringing consulting charges to a nominal level.
- Where possible, the reduced cost may be **covered by grant funding** or incorporated into donor-supported budgets.
- This ensures high-quality governance support through PHC Service **without creating a financial burden** on the project itself.

This model allows humanitarian and community development projects to benefit from the same level of governance, monitoring, and risk control as industrial ventures—ensuring integrity, transparency, and effective delivery regardless of scale or budget.



Appendix 7 – PHC Trainee Integration & Certification Pathway

Each PHC implementation includes an **optional training and certification track**, designed to uplift local capacity and expand the PHC Consultant ecosystem. As part of our CSR-linked model, the project owner may nominate individuals—recent graduates, company staff, or community members—to be embedded in the live PHC deployment.

- **Setup Phase:** Includes 3 Trainees | Total: £2,016
- **Continuation Phase:** Includes 10 Trainees | Total: £137,760

Trainees receive practical, on-the-job experience under PHC mentorship and contribute meaningfully to project delivery. If the training option is declined, the PHC service cost is reduced accordingly (see Appendix 5 – Cost Structure). However, where adopted, this model delivers lasting local benefit and lays the foundation for a growing certified PHC Consultant base—capable of deploying the service nationwide and beyond.



Appendix 8 – PHC Consultant Gallery & Career Pathways

Every person associated with a PHC Project gets the chance to join the PHC Consortium, a group of people interested in propagating the PHC Methodology, many of whom will develop a reluctance to join any project that is not PHC Serviced. For these people as they progress through stages of learning and experience of PHC through accumulation of time chunks, can feature in one of two Gallery Lists.

One under the tab on phcport.com ‘PHC Consultants’ categorised as Trainee, Administrator, Analyst, Strategist or Ambassador. All but Ambassador roles are available to fill positions on projects that take PHC Service. Ambassadors only serve the overarching project the P000 – PHC Consortium. People rise through the PHC Consultant ranks from Trainee to Administrator to Analyst to Strategist through a combination of experience (accumulated Time Chunk hours) and training (achievement of tasks undertaken during performance of work on PHC Serviced projects).

The second tab on phcport .com is ‘Project Disciplines’ where project participants are invited to display their CV and an option to have a dedicated self promotions page for them to use in future job searches. Within that promotions page is an implied promotion of the PHC Service, and the prospective employer has the choice to employ the person through the PHC Service in which case a 10% service fee applies, or to employ the person directly.