

## 31.205-34 Recruitment costs.

(a) Subject to paragraph (b) of this subsection, the following *costs* are allowable:

- (1) *Costs* of help-wanted advertising.
- (2) *Costs* of operating an employment office needed to secure and maintain an adequate labor force.
- (3) *Costs* of operating an aptitude and educational testing program.
- (4) Travel *costs* of employees engaged in recruiting personnel.
- (5) Travel *costs* of applicants for interviews.
- (6) *Costs* for employment agencies, not in excess of standard commercial rates.

(b) Help-wanted advertising *costs* are unallowable if the advertising-

- (1) Does not describe specific positions or classes of positions; or
- (2) Includes material that is not relevant for recruitment purposes, such as extensive illustrations or descriptions of the *company's products* or capabilities.

**Parent topic:** [31.205 Selected costs.](#)