

Talent Quarter Referral Terms of Business

These Referral Terms of Business ("Terms") apply to all referrals submitted to Talent Quarter Pty Ltd ("Talent Quarter") for the introduction of healthcare and social care candidates to Talent Quarter's clients.

Talent Quarter has offices in Sydney, Perth, and Brisbane, Australia.

1. Definitions

Candidate – An individual referred by a Referrer to Talent Quarter for temporary, contract or permanent placement.

Client – An organisation or individual engaged by Talent Quarter to provide staffing or recruitment services.

Referrer – A person or entity that introduces a Candidate to Talent Quarter under these Terms.

Referral Fee – A one-off taxable payment payable to the Referrer in accordance with clause 5.

Probation Period – The period, as agreed between Talent Quarter and the Client, during which the Candidate's performance is assessed.

2. Eligibility

1. Referrals are valid only if:
 - The placement of the referred Candidate lasts longer than six weeks.
 - The Candidate commences work with the Client within six months of referral.
2. Referrals of existing Talent Quarter Candidates or Candidates already registered in Talent Quarter's database at the time of introduction are not eligible.

3. Referral Process

1. To submit a referral, the Referrer must provide:
 - Candidate's full name, contact details, and CV.
 - Referrer's own full name and contact details.
2. By submitting a referral, the Referrer and the Candidate agree to be registered in Talent Quarter's candidate database and to Talent Quarter's Privacy Policy.

4. Referral Fee

1. Provided the Candidate is placed by Talent Quarter with a Client and:
 - The placement endures beyond six weeks; and
 - The Candidate successfully completes the Client's Probation Period; Talent Quarter will pay the Referrer a Referral Fee of AUD \$250.
2. Talent Quarter reserves the right to determine, in its sole discretion, whether the above conditions are met.

5. Payment Terms

1. Referral Fees are payable within 14 days after:
 - o Receipt of written confirmation from the Client that the Candidate has completed the Probation Period.
2. Talent Quarter may set off any amounts owed by the Referrer to Talent Quarter against any Referral Fee.

6. Taxation

1. Referral Fees are assessable taxable income of the Referrer.
2. The Referrer is responsible for declaring and paying all applicable taxes related to the Referral Fee.
3. Talent Quarter will not withhold any amounts for tax purposes unless required by law.

7. Confidentiality and Data Protection

1. Talent Quarter will treat all personal information in accordance with its Privacy Policy.
2. The Referrer agrees not to disclose Client or Candidate information to any third party without prior written consent from Talent Quarter.

8. Liability

1. Talent Quarter's liability in connection with these Terms is limited to the amount of the Referral Fee.
2. In no event will Talent Quarter be liable for any indirect or consequential loss or damage.

9. Termination

Talent Quarter may suspend or terminate the referral program or these Terms at any time by giving 30 days' written notice to all registered Referrers. Referral submissions received before termination will be assessed under the Terms in effect at the time of submission.

10. Governing Law

These Terms are governed by the laws of New South Wales, Australia. The parties submit to the non-exclusive jurisdiction of the courts of New South Wales.

For any questions regarding these Terms, please contact:

Talent Quarter Pty Ltd

E: referrals@talentquarter.com.au