



## Terms and Conditions for Referral Bonus

The following terms and conditions apply to the WhiteCollarBlue Pty Ltd Referral Bonus. By participating in this referral campaign and making a referral to WhiteCollarBlue Pty Ltd, you agree to be bound by the terms and conditions stated within this document.

1. If you refer a suitable candidate to **WhiteCollarBlue Pty Ltd** and the candidate is employed by WhiteCollarBlue Pty Ltd within **3 months** of the date of your referral, you are eligible to receive a referral bonus of **\$100.00 via Visa Prepaid Gift Card** in consideration to your referral.
2. By referring a candidate, you warrant to **WhiteCollarBlue Pty Ltd** that you have the express permission of the candidate to provide their contact details and for **WhiteCollarBlue Pty Ltd** to contact the candidate.
3. There is no limit to the number of candidates each person can refer to **WhiteCollarBlue Pty Ltd**.
4. The referral bonus applies on a per candidate basis, to candidates that are employed by WhiteCollarBlue Pty Ltd on either a permanent, temporary or contract basis. (for temporary or contract candidates a minimum of 30 consecutive days, for permanent candidates a minimum of 90 days consistent employment)
5. If the candidate moves to a different position through **WhiteCollarBlue Pty Ltd** to that which they were originally referred for, the referral bonus will still be payable by WhiteCollarBlue Pty Ltd, provided that the candidate must have been employed within the **3-month** period referred to in **clause 1**.
6. If the candidate ceases employment with **WhiteCollarBlue Pty Ltd** prior to the payment of the referral bonus, the referral bonus is no longer payable and you will release **WhiteCollarBlue Pty Ltd** from any liability or obligation in connection with the referral bonus.
7. WhiteCollarBlue Pty Ltd will verify the ongoing validity of your referral before the referral bonus is paid to you, and will also notify the candidate that the referral bonus is to be paid to you directly.
8. The referral bonus does not apply if the candidate has worked for, or has previously registered with **WhiteCollarBlue Pty Ltd** on either a temporary, part-time or full-time permanent basis in the 24 months prior to your referral. (for the purpose of this document, 'registered' is defined as being professionally onboarded by **WhiteCollarBlue Pty Ltd**)
9. A candidate may only be referred by **one** person. If two people refer a candidate to **WhiteCollarBlue Pty Ltd**, the person who referred the candidate first will be eligible for the referral bonus.
10. Candidates referred to **WhiteCollarBlue Pty Ltd** by recruiters or third-party companies will not constitute a valid referral and **WhiteCollarBlue Pty Ltd** is not liable to pay the referral bonus for such referrals or recommendations.
11. A referral of an existing **WhiteCollarBlue Pty Ltd** employee (employed on either a temporary, part-time or full-time permanent basis to another position within WhiteCollarBlue Pty Ltd does not constitute a valid referral and **WhiteCollarBlue Pty Ltd** is not liable to pay the referral bonus for such referrals.
12. **WhiteCollarBlue Pty Ltd** has the right to withdraw this referral bonus program and the referral bonus at any time, in its absolute discretion.
13. The referral bonus will be payable within 30 days of the candidate completing the minimum requirement employment period as defined in **clause 4** with **WhiteCollarBlue Pty Ltd**.
14. The referral bonus will be paid to you by WhiteCollarBlue Pty Ltd via **Visa Prepaid Gift Card** this option can change at any time, at the discretion of **WhiteCollarBlue Pty Ltd**.
15. To the maximum extent permitted by law, whether under contract, in tort (including negligence), under statute, in equity, or otherwise at law, **WhiteCollarBlue Pty Ltd** excludes all liability (including for indirect or consequential loss or damage) to you in connection with the referral bonus program or the referral bonus. If WhiteCollarBlue Pty Ltd is not permitted to limit its liability to you, the maximum aggregate liability of **WhiteCollarBlue Pty Ltd**, whether under contract, in tort (including negligence), under statute, in equity, or otherwise at law in connection with the referral bonus program or the referral bonus **Visa Prepaid Gift Card**.
16. There will be no replacement or alternatives given if the referral bonus is lost or stolen.
17. Candidates referred must have full working rights in Australia.
18. These terms and conditions constitute the entire agreement between WhiteCollarBlue Pty Ltd and you in connection with the referral bonus program and the referral bonus.
19. These terms and conditions are governed by the laws of NSW and you submit to the non-exclusive jurisdiction of the courts of the state.
20. The referee is responsible for keeping track of the referred friend's employment, it is the referee's responsibility to notify **WhiteCollarBlue Pty Ltd** when the referred candidate has met the minimum employment as defined in **clause 4**.