

TERMS & CONDITIONS OF SERVICE- GLOBAL CANDIDATE MATCHING™

Parties: These terms are between Tascorp Management Group Pty. Ltd. (ABN 56 068 020 566) trading as LIVE IN australia.com® ("LIA/we/us/our") and the Candidate Employer ("you/your") and specify the terms upon which we will provide services to you unless new Terms and Conditions are notified to you in writing.

Acceptance of terms and conditions: The provision of a position brief or Candidate Matching Request Form to us via phone/fax/email or our website will be taken as you accepting these Terms and Conditions and directing us to commence work.

Payment Obligations: At the time of commencement, 50% of the agreed fee per candidate + GST will be invoiced and payable once we commence a search on your behalf. The balance + GST will be invoiced upon the successful grant of each candidate's visa.

We will undertake to provide you with candidates until you are able to fill the agreed number of positions, however should you decide at any stage to employ more than the agreed number of candidates from the list provided, an additional fee at the agreed rate plus GST will be payable for each subsequent candidate.

Add-on Services: Any specific advertising, migrant settlement consultation or any other additional costs agreed by the client and incurred by LIA in the course of service delivery will be invoiced to you separately.

Provision of Shortlist: The candidates provided to you will be the most suitable candidates available for the position from our Global Talent Pool, to the best of our knowledge. The search is based as much as possible on the criteria you specify on the Candidate Matching Request Form. We will also independently assess each candidate for eligibility for temporary business sponsorship by your company (under the 457 visa scheme). We will not be liable for any errors, omissions or inaccuracy that may occur in individual resumes or client profiles provided.

We will provide you with a shortlist within ten working days where possible. If after 10 working days no suitable candidates are available, you will be given the option to either extend the listing period or receive a refund in its place.

Client Obligation: The client is required to make contact with the accepted candidates within 72 hours of receiving the shortlist. LIA takes no responsibility for availability of short listed candidates thereafter.

Guarantee: If we are not able to provide you with any candidates that you consider to be reasonably suited to the role specified in the position brief or Candidate Matching Request Form, then the initial fee + GST will be refunded. If you accept the shortlist, but decide not to proceed for any other reason, the full invoice amount will be payable.

We also guarantee that the candidates supplied will be eligible for sponsorship under the 457 program. If a candidate is not granted a temporary working visa, LIA will, at your choice, forfeit the invoice balance payable for that candidate or work with you to find a suitable replacement.

Cancellation: As work will commence immediately upon receipt of your job briefing we reserve the right to charge the full fee per candidate or part thereof (minimum \$1000+ GST) despite any subsequent cancellation by you within three working days of confirming your instructions to commence a search.

Privacy: LIA will act at all times in accordance with its Privacy Commitment which can be found at <http://www.liveinaustralia.com/home/privacy.asp> .

Clients are required to respect and protect the privacy of the candidates at all times. We are not liable for any claim arising from the conduct of clients in relation to their treatment and handling of the candidate and candidate information.

We will be advising all candidates shortlisted for your vacancy of your identity, this may include some candidates who elect not to proceed with their application once your identity is known.

Payment of Account: The first installment of 50% is payable within seven (7) days of your instructions being confirmed. The invoice balance is payable upon visa grant of each candidate and is due no later than seven (7) days thereafter. LIA has the right to charge clients interest on overdue accounts at the rate of 12% per annum.