

TERMS OF BUSINESS

This document sets out the terms and conditions ("Terms of Business") upon which the authentics co. will provide a 12 month guarantee for permanent placements.

This is part of the authentics co. standard terms of business that are provided in full and to be accepted before the commencement of an assignment and for the guarantee to apply.

Placement Guarantee

1. If any Candidate placed in a permanent role by the authentics co. leaves the Client's employ within 12 months of commencement (the "Guarantee Period"), the authentics co. will endeavour to find a replacement at no additional charge to the Client (the "Placement Guarantee") as long as the following conditions have been met:

- (a) the Client paid the Placement Fee within 14 days from the relevant tax invoice date.
- (b) prior to the expiration of the Guarantee Period the Client advised the authentics co. in writing of its intention to call upon the Placement Guarantee.
- (c) the original job description and assignment specification do not alter;
- (d) cessation of the employment was not due to restructuring of the role, retrenchment or redeployment or substantiated grievance against the Client; and
- (e) the authentics co. is given the exclusive recruitment opportunity to find a replacement Candidate for a period of at least 4 weeks.
- (f) If the Placement Guarantee conditions are not met, the Placement Guarantee is null and void.

2. No Placement Guarantee is provided for a Candidate who has been placed in a permanent role where a Placement Guarantee has already been called on or where the Candidate was previously engaged as a fixed term placement.

