

Refer a Friend Program – PERSOLKELLY

Do you know someone who's looking for a new job? At PERSOLKELLY Australia, we find employment for thousands of people every week and we are always on the lookout for new employees to join the PERSOLKELLY family.

PERSOLKELLY is one of Asia Pacific's leading staffing and recruitment providers, with a depth and breadth of expertise across diverse industries. We have experience in the realities of your world and can open you and your friends to opportunities across ours.

We will reward you with a \$250 e-gift card for every successful person you refer to our team. It's our way of saying **thanks** for recommending PERSOLKELLY to your friends and family.

The number of referrals you can make is unlimited! Refer today and start enjoying the benefits of partnering with PERSOLKELLY Australia.

To Be Rewarded

To be rewarded, you must meet the following criteria.

- You must be an Australian Resident to refer an applicant
- The applicant must complete 4 weeks of continuous service in a temporary/contract or permanent placement via the PERSOLKELLY team.
- The person you refer has never worked for PERSOLKELLY / Programmed or been in direct contact with a Recruitment Consultant in the last 12 months
- You have provided their details to PERSOLKELLY via this link <https://www.persolkelly.com.au/refer-a-friend> prior to their first interview with us

As a result, you will be eligible for a \$250 EFTPOS gift voucher. PERSOL

FAQ'S

How can I refer friends and get credit for my referrals?

Please follow this link <https://www.persolkelly.com.au/refer-a-friend> and complete all required fields to refer your friends to PERSOLKELLY

When will I be notified if the person I referred gets a job?

You will only be notified and sent your \$250 e-gift card once the person you referred has been placed into a job role and meets the eligibility criteria outlined in the Terms & Conditions. Unfortunately, we cannot provide progress updates of your friend's job search.

What is the eligibility criteria for receiving the \$250 e-gift card?

If your friend is successfully placed in a role within 12 months of your referral and for permanent placements, they are placed in a role for minimum 4 weeks and for temporary or contract placements, that a minimum of 40 hours is completed within the first 4 weeks of placement. Vouchers are issued to the Referrer's email if/when conditions are met. Referrals must be made through this link <https://www.persolkelly.com.au/refer-a-friend>. Verbal referrals or a referral made outside of this link <https://www.persolkelly.com.au/refer-a-friend> will not be accepted into the program.

Do I get rewarded as a referred person?

No, only your Referrer will receive the reward once the Referee meets the eligibility criteria.

What happens once I apply for a job or upload my CV?

You will enter the PERSOLKELLY recruitment process. If your skills match any job roles that we are recruiting for then a consultant will be in touch to discuss opportunities.

Will my Referrer be contacted if I get placed into a role?

Your Referrer will not be updated on your job search progress. They will only be issued a reward if you are successfully placed into a role and meet the eligibility criteria.

Terms and Conditions

- 1) This \$250 Referral Gift Scheme ("Scheme") commences at 12.01 am Eastern Standard Time ("AEST") 1 September 2022 and expires at midnight on 11.59pm AEST 31 August 2023 ("Term"). Any referrals made after expiry of the Term will not be eligible to participate in the Scheme.
- 2) For the purposes of these Terms and Conditions:
 - a. **Person** means: any Australian Resident that is not currently Personnel of PERSOLKELLY or its related body corporates.
 - a. **Friend** means: an individual who is eligible to work in Australia and has never been and is not currently a permanent employee or contract worker engaged by or employed directly by PERSOLKELLY and its related bodies corporate and has not been in direct contact with a recruitment consultant of PERSOLKELLY or its related bodies corporate in the 12 months prior to being referred.
 - b. **Referral Gift** means: \$250 EFTPOS gift card.
 - c. **Personnel** means: any internal employee of PERSOLKELLY or its related body corporates, excluding any Labour Hire Employee.
 - d. **Labour Hire Employee** means: any employees, subcontractors or personnel of PERSOLKELLY or its related body corporates engaged and supplied to a client to work under the client.
- 3) By participating in the Scheme, the Person and Friend are deemed to be in acceptance of these terms and conditions.
- 4) By participating in the Scheme, the Person agrees that they are over the age of 18 years, or if under the age of 18 years, have their parent's or legal guardian's consent to participate in the Scheme.
- 5) To participate in the Scheme a Person must refer a Friend to PERSOLKELLY via this link <https://www.persolkelly.com.au/refer-a-friend> (Refer a Friend landing page) during the Term of the Scheme resulting in either a permanent or a contract placement in Australia
- 6) In addition to Condition 5 above, for a Person to be eligible for the Referral Gift, the Friend must complete 4 weeks of continuous service in a permanent placement. If the Friend is in a temporary/contract placement, they must have completed a minimum 40hrs in their initial 4 weeks of placement.
- 7) The Referral Gift is a net payment. PERSOLKELLY is responsible for any taxes, as required by law, arising from the provision of the Referral Gift.
- 8) For the avoidance of doubt, no Person is eligible for a Referral Gift if the Friend is engaged by PERSOLKELLY to perform a temporary or contract role outside of Australia, or is employed by a client of PERSOLKELLY in a permanent role located outside of Australia.
- 9) A Person will not be eligible to receive the Referral Gift under this Scheme if the Friend is already registered on our database or has already made direct contact with PERSOLKELLY within 12 months at the date of the referral.
- 10) A Person must receive consent from the Friend to provide their personal information to PERSOLKELLY for this Scheme prior to the date of the referral. The Person indemnifies PERSOLKELLY for any claim arising out of their failure to procure such consent. PERSOLKELLY will comply with the Privacy Act 1988 in its handling and storage of such personal information. By participating in the Scheme each Person and Friend agree to the PERSOLKELLY [Privacy Policy](#). The Person and Friend may request access to any personal information that PERSOLKELLY holds about them in accordance with its Privacy Policy.

- 11) A Friend can only be referred to PERSOLKELLY once. In the event that a Friend is referred to PERSOLKELLY more than once, only the first person to refer that Friend to PERSOLKELLY (with the Friend's permission) will be eligible for a Referral Gift under this scheme.
- 12) Once the Friend has met Conditions 5 and 6, PERSOLKELLY will notify the Person that they are eligible for the Referral Gift and will arrange collection of the Referral Gift.
- 13) The Referral Gift is not transferable or redeemable for cash.
2. If the Person who is eligible for the Referral Gift is under the age of 18 years, the Referral Gift will be provided to the Person's parent or legal guardian. The parent or legal guardian may be required to provide evidence of their identity (such as photographic ID, birth certificate or current passport).
- 14) PERSOLKELLY accepts no responsibility for any variation in the value of the prize for reasons beyond its control.
- 15) PERSOLKELLY may, in its absolute discretion, suspend, vary or terminate this Scheme at any time. Any variation will come into effect as at the date published by Programmed.
- 16) PERSOLKELLY's decision will be final, and no correspondence will be entered into.
- 17) PERSOLKELLY reserves the right to adjust, cancel or change the referral program at any point in time.
- 18) PERSOLKELLY makes no representations or warranties as to the quality, suitability or merchantability of the prize. To the extent permitted by law, PERSOLKELLY is not liable for any loss or damage whatsoever which is suffered (including but not limited to, direct or consequential loss) or for any personal injury suffered or sustained in connection with entry into the Scheme or acceptance of the Referral Gift.
- 19) The EFTPOS card is redeemable at all outlets that accept EFTPOS payments in Australia.
- 20) Except for liability which cannot be excluded by law, PERSOLKELLY (including its related bodies corporate, employees, agents and representatives) excludes all liability for loss (including, without limitation, indirect, special or consequential loss or loss of profits), expense, damage, personal injury or death which is suffered or incurred (whether or not arising from any person's negligence) either during or after the Scheme and arising in any way out of (a) the Scheme; (b) any breach of these Terms and Conditions or any term implied by law (including by statute) by PERSOLKELLY, its related bodies corporate or their respective employees, agents or representatives; (c) any failure, delay or inability to provide a Referral Gift; or (d) any technical difficulties or equipment malfunction.
- 21) If any warranty or condition is implied in these Terms and Conditions by law and cannot be excluded, the liability of PERSOLKELLY and its related bodies corporate for breach of such a warranty or condition is limited (where permissible by law) to (in the case of a supply of goods) replacement of the goods or (in the case of a supply of services) re-supply of the services. For the avoidance of doubt where liability cannot be excluded the maximum aggregate liability of PERSOLKELLY, or its related bodies corporate is \$100 (AU).
- 22) PERSOLKELLY may appoint an agent or contractor to assist in conducting the Scheme or for providing the Referral Gift on its behalf. The personal information provided by you will be used by PERSOLKELLY for the purposes of conducting the Scheme or for providing the Gift Voucher. You agree that PERSOLKELLY may disclose this personal information to its contractors and agents for these purposes or for communicating with you.
- 23) These terms and conditions will be governed by and construed in accordance with the laws of Western Australia. Participating Persons and Friends irrevocably submit to the jurisdiction of the courts and tribunals in Western Australia.