

In signing this agreement, you agree:

That you will be an active participant in LookSee Build N.Z.

To provide us with information about your company for profiling and promotional purposes, including access to current employees who have emigrated to New Zealand.

Your company has genuine current or future employment opportunities available and is open to recruiting offshore candidates.

That requesting to interview a candidate constitutes a commitment to interview that candidate should they be invited to attend LookSee Build N.Z. week. If the candidate comes to New Zealand, you will be expected to meet with them to assess their suitability for employment in your business.

That you treat candidates with care and respect.

The following services will be provided by the LookSee Build N.Z. team:**Recruitment**

- A matching service where we will assess all candidates who apply to LookSee Build N.Z. against your needs. Where there is a match they will be put into your dashboard.
- All candidates will be thoroughly assessed and vetted through a 3-stage process. Those that get through those assessments will be presented via a profile in the platform that will contain their summary bio, CV, synopsis of the potential plans (and obstacles) in terms of relocating to NZ. and a video profile.
- All candidates will have been fully informed about relocating to NZ and working in the construction sector through a series of digital seminars ranging from topics such as 'an overview of the construction in NZ', 'Health & Safety in NZ', 'Immigration options', 'Education (schooling) in NZ' etc.
- Managing candidate response, including feedback.
- Setting up of interviews.
- Candidate feedback.
- Reference checks and other NZ pre-employment checks.
- Employment contract management (if required).
- Ad hoc Recruitment and HR advice.

Immigration

- Covering the cost of managing the work visa application for the successfully hired candidates (Immigration NZ charges are additional).

Onboarding (up to two days of concierge including any of the following):

- Planning their trip to NZ.
- Organising short term accommodation.
- Spousal support.
- Collecting from airport and orientation tour.
- Connecting them with 3rd party providers in the relocation and settlement areas.

Travel Reimbursement

- Reimbursement of \$2,000 worth of travel for the successfully hired candidates (for LookSee Build N.Z. week candidates only).
- LookSee Build N.Z. Week (for those candidates that arrive in New Zealand during LookSee Week)
- The LookSee team will provide full support and guidance to both the employers and candidates leading up to and during LookSee Week.
- Assist with travel organisation.
- Provide each LookSeer with a NZ tourism experience (the candidates will be able to select one from a number of available options).

Membership fees

A premium membership fee of \$10,000 is generated at the outset of the campaign. The fee covers the provision of the following:

- Feature in PR pieces during activation phase as a leading employer of the initiative.
- Opportunity to deliver a digital seminar to the talent community specifically on your company.
- Receive a social media post on our channels during the campaign activation phase.
- Logo sits above others and is larger than standard member logos on the LookSee Build New Zealand home page.
- Your first placement from LookSee Build N.Z. will be provided free of charge.

An alternative standard membership option of \$5,000 is also offered. This enables your company to join the LookSee Build NZ programme and you will receive \$5,000 off your first hire.

Option Selected (Tick One)

Premium Membership - \$10,000 (excl. GST)

Standard Membership - \$5,000 (excl. GST)

Upon signing this agreement an invoice will be generated and the membership fee is payable within 14 days of this signed contract.

Placement Fees

A placement fee will be generated upon hire of any candidates introduced to you by the LookSee Build N.Z. campaign. This includes any candidate that has registered on the LookSee Build N.Z. campaign site, irrespective of whether they secure one of the LookSee Build N.Z. Week places. It also includes candidates that choose to apply directly to your company having first learned about opportunities with your company from the LookSee Build N.Z. campaign. The placement fee will be a fixed rate with 3 tiers based on the total annual remuneration package for the successful candidate

- \$12,000 (excl. GST) - Placements of roles with total remuneration up to \$100,000
- \$15,000 (excl. GST) - Placements of roles with total remuneration between \$100,000 & 150,000
- \$20,000 (excl. GST) - Placements of roles with total remuneration over \$150,000

In addition to placements made from candidates attending the LookSee Build N.Z. week, the placement fee is payable:

- should a candidate accept your job offer prior to attending LookSee Build N.Z. Week.
- in circumstances where the candidate has been offered and accepted a job even though they were unsuccessful in securing one of the LookSee Build N.Z. Week places (candidates that have not received interview requests from other employers and did not secure a LookSee Build N.Z. Week place may still be offered a job with your company).

- should a job offer be accepted at any time up until 31st December 2018 or 12 months after being introduced to them through LookSee (whichever is the latter)

50% of the placement fee will be invoiced upon acceptance of the job offer and signed employment contract. The final 50% will be invoiced on start date. Payment is expected within 14 days from receipt of invoice.

Additional Terms and Conditions

You will not share your LookSee Build N.Z. platform login details or any data contained within the LookSee platform with any third parties.

You and us shall keep confidential all information of the other party, designated as confidential, obtained under or in connection with this engagement and shall not divulge the same to any third party without the written consent of the other party. This duty of confidence shall not extend to any information in the public domain otherwise than by breach of contract, nor to any information obtained from a third party who is free to divulge the same.

A guarantee is offered covering the period between signing of the employment contract and commencement of employment (start date). The guarantee period extends for an additional 90 days from start date. The guarantee is provisional upon the invoice having been paid by the agreed payment date. Should the candidate resign or have their employment terminated for performance related reasons during this period, LookSee Build will be given the opportunity to provide a replacement candidate at no charge. If a suitable replacement is not found, 75% of the placement fee will be credited. Should you choose not to replace, there will be no credit or refund issued. The guarantee is not valid in circumstances that are outside of LookSee Build's control, such as company restructuring, merger, takeover, company relocation, unjustified dismissal, change of role requirements leading to resignation, redundancy or force majeure.

You will notify The LookSee Evaluation team whenever a job offer has been extended to a LookSee Build N.Z. candidate. Subsequently you agree to advise us on whether the job offer has been accepted or declined by the candidate.

You will do your best to ensure that all candidates, whether they're successful in securing job offers or not, leave New Zealand having had the best job seeking experience of their lives. Future LookSee initiatives will thrive on the positive experiences and referrals of those that attend LookSee Build N.Z Week.

Any successful hires can be contacted and profiled (with their permission) as case studies to promote future campaigns.

All the information provided (company profile, job opportunities, employee information) can be shared with the representatives of Workhere New Zealand, Muir and Associates, and The LookSee Evaluation team.

Acceptance

Company Name

Date

Contact Name

Position

Signature