

Talentsbay - The Marketplace for Talent Referral

OVERVIEW



DEFINITIONS

Job Advertisers are Employers or their Agents who post job advertisements and offer fees for CV and Contact referrals.

Licensees are Talent Referrers with headhunting or recruitment experience who pay a license fee to Talentsbay to carry out a business of talent referral. Licensees can post CV and Contact referrals. Licensees must first register as Affiliates first and then apply to upgrade their status within their accounts.

Affiliates are Talent Referrers who register for free on Talentsbay. Any one may register as an Affiliate. Affiliates can post Contact referrals only.

A CV referral is the posting of a candidate's curriculum vitae

A Contact referral is the posting of a candidate's Name, Contact Number, Email and a Short Description about the candidate

How does it work? (CV Referral)



1. Job Advertiser buys prepaid credits and posts a Job Advertisement.
2. Job Advertiser makes an offer for CV referrals, using the prepaid credits
3. Licensee posts a suitable CV and may make a 1-time counter-offer of referral fee.
4. System sends an SMS* and/or Email to the referred candidate seeking his/her consent for his/her CV to be presented to Job Advertiser

5. Once consent is received from the candidate, the CV is posted to the Job Advertiser.
6. Job Advertiser reviews the CV (without contact details) and decides whether to accept or buy; Job Advertiser may make a final counter-offer of referral fee.
7. When an agreed referral fee is reached, Job Advertiser may view the candidate's contact details and download his/her CV.
8. The agreed referral fee is debited from the Job Advertiser's account and transferred to an escrow account for 14 days.
9. Job Advertiser may lodge a complaint on the CV referral and seek a refund within 7 days of the successful transaction if the information in the CV is inaccurate or misleading.
10. Job Advertiser and Licensee may also provide feedback and ratings on each other, viewable publicly.

** An SMS costs 0.10 credits and is borne by a Licensee in the case of a CV referral. When a Licensee pays the annual license fee, 10 credits (equivalent to 100 SMS) are credited into the Licensee's account which can be used for SMS.*




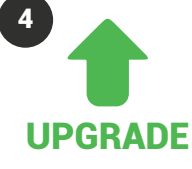

How does it work? (Contact Referral)



1. Job Advertiser buys prepaid credits and posts a Job Advertisement.
2. Job Advertiser makes an offer for Contact referrals, using the prepaid credits
3. Licensee/Affiliate posts a Contact and may make a 1-time counter-offer of referral fee
4. Job Advertiser reviews the Contact (without contact details) and decides whether to accept or buy; Job Advertiser may make a final counter-offer of referral fee.
5. When an agreed referral fee is reached, System sends an SMS and/or Email to the referred candidate seeking his/her consent to be approached by the Job Advertiser for the job opportunity advertised.
6. Once consent is received from the candidate, his/her contact details are revealed to the Job Advertiser.
7. The agreed referral fee is debited from the Job Advertiser's account and transferred to an escrow account for 14 days.
8. Job Advertiser may lodge a complaint on the Contact referral and seek a refund within 7 days of the successful transaction if the information in the Contact is inaccurate or misleading.
9. Job Advertiser and Licensee may also provide feedback and ratings on each other, viewable publicly.

** An SMS costs 0.10 credits and is borne by a Job Advertiser in the case of a Contact referral.*

HOW TO JOIN TALENTSBAY?

- 1  Go to **www.talentsbay.com**
- 2  Register as an Affiliate
- 3  Log in to your account
- 4  Click Upgrade (if you want to apply to be a Licensee)
- 5  Browse or Search Job Advertisements
- 6 Follow the **CV** and **Contract Referral** processes described above.