

## Terms of Use

These are the Terms of Use (the "Terms of Use") which regulate your use of the website [www.ReferJob2Earn.com](http://www.ReferJob2Earn.com) ("ReferJob2Earn", "RJ2E", "website", "we", "us", "our") offered by SandFil International (M) Sdn. Bhd., a company registered in Malaysia. When we refer to "you" and "your" we mean any users of the website including Recruiters, Referrers and Candidates.

RJ2E provide a service for Recruiters to advertise job openings on the website. Referrers can refer qualified Candidates to these job openings and receive a payment for each successful referral. The Referrers will also receive a payment on each successful referral from other Referrers they introduce to RJ2E.

Please read our Terms of Use carefully before using the website. By using the website you agree to be bound by our Terms of Use.

We reserve the right to change the Terms of Use at any time. Please check the updated Terms of Use on this web site regularly to ensure that you are aware of and complying with them.

### 1. ReferJob2Earn and User of the Website

1.1 You must choose a password during registration process. You must ensure that your login details, password and all other details in relation to your account remain confidential at all times. You are responsible for preventing unauthorised persons from using your login details and password. Please email us immediately if you suspect that the security of your account is at risk.

1.2 We do our best to ensure that the website operates properly at all times. We reserve the right to alter any part of the website, suspend or withdraw the website at any time and for any reason. We shall not be liable for any damages, loss, costs or expenses incurred by you due to any lack of availability or accessibility of the website and any event beyond our reasonable control.

1.3 By registering to use the website you confirm that you are aged 18 years of age or older

1.4 You agree not to use the website or any part of the website for any illegal purpose and agree to use it in accordance with all relevant laws

1.5 We can suspend or cancel your right to use our website at any time when you are in breach of or when we have reasonable grounds to believe that you have breached the Terms of Use.

1.6 We do our best to keep the content of the website up-to-date and accurate. As we are unable to verify the accuracy of the content of job advertisements provided by the Recruiters, we shall not be legally liable for any damages caused to the Referrers and Candidates in this respect.

1.7 In the event that we are found liable to you in respect of the website (whether arising from breach of contract, negligence or otherwise), RJ2E's maximum liability to you shall be limited to a total sum of US\$100.

1.8 We shall not be liable to you for any loss of profits, loss of contracts, loss of revenue, loss of business or goodwill, or any indirect, special or consequential loss or damage incurred by you (whether arising from breach of contract, negligence, personal injury, death or otherwise) and whether or not we have been advised of the possibility of the loss.

1.9 To maximise your benefit from our service, you must provide us with accurate and up-to-date details. You warrant to us that the details you provide on registration are correct. All personal or company data collected from you on or through the website will be processed in accordance with our Privacy Policy.

1.10 All rights not expressly granted in the Terms of Use are reserved to RJ2E.

## 2. The Referral Process

2.1 A Referrer can refer up to 3 Candidates for each job advertisement. A Referrer is responsible for assessing the suitability of each Candidate before referring to us.

2.2 As a Referrer, you must complete an online registration form on the website before you can refer any Candidates for the first time. Upon completion, the website will confirm your user log in ID, password and successful registration via email. No fee is required for registering as a Referrer.

2.3 When referring a Candidate, the Referrer must obtain consent from the Candidate and provide the Candidate's name and email address to us.

2.4 Upon the receipt of each referral, the website will send out a confirmation to the Referrer and the Candidate for record.

2.5 A particular Candidate can only be referred once for the same job. The website will inform the subsequent Referrer(s) if the job has already been referred by another Referrer.

2.6 The referral fee ("reward") for each job is published. A Referrer will receive reward on each successful referral, depending on the Referrer's rating. The definition of a successful referral is when a referred Candidate commences employment with the hiring company for a job advertised on the website and remains employed in that job for up to 3 months.

2.7 RJ2E will notify the Referrer via email on each successful referral. RJ2E will pay rewards on a monthly basis via wireless transfer after receiving cleared payment from the Recruiters. Any expenses incurred regarding this payment including tax will be absorbed by you.

We shall try our best to track the progress of each referral. We shall not be responsible for the failure by the Recruiter to inform us of the successful referral of a Candidate. We strongly advise you to maintain regular contact with your Candidate(s) during the referral process and inform us via email when you believe you have made a successful referral. We shall make reasonable efforts to verify this and obtain the reward.

2.8 Any communications regarding referrals, rewards and payments due must be made to RJ2E directly. Failure to abide by this clause will nullify any right you may have to claim a reward.

## 3. The Candidates

3.1 Once you have been referred for a particular job, the Recruiter will contact you directly for further discussion or interviewing process. RJ2E will not be involved in any discussion or interviewing process or contact the Recruiter on your behalf.

3.2 RJ2E does not act as an agent for any Recruiter nor act as your agent. RJ2E do not act as an intermediary between you and any Recruiter thus shall not enter into discussion or negotiation with any Recruiter on your behalf.

3.3 Any information contained on the website is general information only and cannot be used as advice on legal or employment issues.

3.4 The website will not be involved in any dispute between the Candidate and the Recruiter in respect of a job, including but not limited to, any dispute about the scope of work, working hours or salary.

3.5 We welcome your feedback about a particular Recruiter / Referrer / Candidate via our Contact Us page.