

Azara Talent Placement Terms and Conditions

1. Placement Fee

- The Client agrees to pay Azara Talent a placement fee equivalent to **12% of the Candidate's annual Total Cost to Company (TCTC)** upon successful placement.
- TCTC includes basic salary, annual bonuses, allowances, employer contributions (medical aid, pension/provident fund), and other quantifiable benefits.

2. Payment Terms

- The placement fee becomes payable upon the Candidate's formal acceptance of an employment offer.
- Payment must be made within **14 days** of invoice date unless otherwise agreed in writing.

3. Guarantee Period

- Azara Talent provides a **90-day guarantee period** from the Candidate's start date.
- If the Candidate resigns or is terminated for cause within this period, Azara Talent will provide a replacement Candidate at no additional fee.

4. Confidentiality

- Both parties agree to maintain strict confidentiality regarding Candidate and Client information.
- Candidate details may not be shared with third parties without prior written consent.

5. Client Obligations

- The Client agrees not to bypass Azara Talent by hiring Candidates introduced by Azara Talent without paying the agreed placement fee.
- Any direct employment of Candidates introduced by Azara Talent within **12 months** of introduction will trigger the placement fee.

6. Liability

- Azara Talent shall not be liable for any losses, damages, or costs incurred by the Client arising from the employment of a Candidate.

7. Governing Law

- These Terms and Conditions shall be governed by and construed in accordance with the laws of **South Africa**.

Acknowledgement: By engaging Azara Talent's services, the Client acknowledges and agrees to the above Terms and Conditions.