



## Recruitment Service Agreement

The client agrees to procure "Recruitment Service" from IDEABOY Recruitment Co., Ltd., The "Recruitment Service" means transmission/transferring of job applicants/candidates in any forms of data types, job positions counseling and coordination since job applications until job applicants/candidates starting the job or employed. This agreements regarding recruitment service fee and client's accountability are as below.

### Recruitment Service Fee

- **Service Fee:** Twice of the candidate's total salary plus benefits/fixing allowance received equally every month (the amount is before Personal Income Tax deduction).
- **First Payment:** One month of the candidate's total salary plus benefits/fixing allowance received equally every month. First payment is charged when the candidate starts working (first day of work).
- **Second Payment:** One month of the candidate's total salary plus benefits/fixing allowance received equally every month. Second payment is charged when the candidate has completed 119 days of employment.
  - Minimum service fee is 40,000 Baht per each candidate.

### Payment Conditions

1. IDEABOY will charge the first payment on the first working day of the candidate. The payment is due within 7 calendar days of the date candidate starts working (7 days credit term).
2. IDEABOY will charge the second payment on the candidate's 119<sup>th</sup> day of employment. The payment is due within 7 calendar days of the date that candidate has completed 119 days of employment (7 days credit term).
3. In case the candidate cannot complete 119 days of employment, by resignation, dismissal, or any reasons subject to the failure of 119 days of employment, it is client's responsibility to notify IDEABOY by written notice with related-leaving documents; letter of resignation/ dismissal within 7 days after the candidate resigned. IDEABOY will not charge the second payment.

### Replacement Conditions (In case the candidate cannot complete 119 days of employment)

1. In case the candidate cannot complete 119 days of employment, by resignation, dismissal, or any reasons subject to the failure of 119 days of employment, it is client's responsibility to notify IDEABOY within 7 days after the candidate resigned. Otherwise, it will be assumed that the client disclaims the replacement.
2. When the new candidate has completed 119 days of employment that counting total number of former candidate(s) working days start from 1<sup>st</sup> candidate, IDEABOY will charge the second payment. (One month of the candidate's total salary plus benefits/fixing allowance received equally every month with 7 days credit term.)
3. In case the same job position, IDEABOY will counting total number of former candidate(s) working days start from 1<sup>st</sup> candidate and no limitation in number of candidates to replace as long as total working days not more than 119 days.
4. In case the client changes the candidate's qualifications or responsibilities from the original requirement, IDEABOY reserve the right to refuse the replacement.

### Accountability of Client

1. Client is responsible to make the decision of employment and it is in account for the client's accountability, IDEABOY is merely prescreening and introducing candidates upon requirements given by the client.
2. In case of client agree to hire applicant/candidate intentionally not letting IDEABOY knows for the benefit of not paying recruitment service fee, client have to pay a fine of 1 time of service fee (twice of the candidate's total salary) within 7 calendar days of IDEABOY knows the truth. And client have to pay recruitment service fee as normal payment conditions.
3. In case of late payment, IDEABOY will charge actually debt collection fee and interest of late payment 7.5% per year.

**Remark:** Candidates introduced by IDEABOY within one year after the first day of introduction are under IDEABOY's procession. In case any employment occurs within the period mentioned afore, the client has to follow the regulation of Payment Conditions and Accountability of Client as above.

**I have read, acknowledged and agreed to the conditions above**

Signature of authorized person \_\_\_\_\_

Position \_\_\_\_\_

Company's Name \_\_\_\_\_

Date \_\_\_\_\_