

Date: [Insert Date]

Between: [Agency/Company Name] ("The Provider")

And: [Client Name/Company Name] ("The Client")

International Candidate Guarantee and Refund Agreement

This agreement outlines the terms and conditions regarding the placement guarantee and refund policy for international candidates recruited by The Provider for The Client.

1. Placement Guarantee Period

The Provider offers a guarantee period of [Insert Number, e.g., 90] days starting from the candidate's official start date. This guarantee covers the replacement of the candidate should the employment be terminated by either party for reasons other than redundancy or change in job description.

2. Refund Schedule

If a suitable replacement candidate cannot be found within [Insert Number] days of notice, a refund of the recruitment fee will be issued as follows:

- Termination within days 1-30: [Insert Percentage]% refund.
- Termination within days 31-60: [Insert Percentage]% refund.
- Termination within days 61-90: [Insert Percentage]% refund.

3. Terms and Conditions

The guarantee and refund policy are subject to the following conditions:

- The Client must notify The Provider in writing within [Insert Number] hours of the termination.
- All original recruitment invoices must have been paid in full by the original due date.
- The termination is not due to a breach of employment law by The Client.
- Visa or work permit revocations due to candidate misconduct are covered; revocations due to Client negligence are not.

4. Travel and Administrative Costs

Please note that administrative fees, visa processing fees, and airfare costs are non-refundable once the candidate has relocated.

Signed for The Provider:

[Name and Title]

Signed for The Client:

[Name and Title]