

The Wavelength Candidate Loyalty & Rewards Programme
Wavelength International Pty Ltd ABN 95 092 071 693

Participation terms

Your eligibility to receive any rewards is subject to the following terms.

Referral Rewards Programme

We find that the best candidates come to Wavelength via word of mouth. To encourage you to send your friends our way, we have introduced a Referral Rewards Programme which rewards you with your very own Wavelength Visa Reward Card credited with AUD\$500 to spend as you wish when your referral successfully takes a job through us.

Referral Rewards - How it Works

The steps need to be followed in order for you to receive your referral reward

1. You must be a candidate already on our database
2. Your referred candidate applies online. If the person that you refer is already on our database, you are not eligible to receive the rewards, even if we do successfully place them. In the event of a dispute about who referred a person to us first, our decision will be final and binding.
3. The referred candidate names you as their referrer
4. The first time we place the referred candidate, we contact you to activate the Reward, which will be paid on successful completion of their first 3 months' work (if they have taken a fixed term or permanent contract) or one month after the completion of their first locum assignment
5. We send you your personalised Wavelength Visa Reward Card with AUD\$500 of spending money
6. There is no limit to the number of candidates you can refer, to earn a referral reward, provided the conditions above are met each time

Loyalty Rewards Programme

We also reward loyal candidates who use us repeatedly to find work. Some candidates come through Wavelength to find fixed-term/permanent contracts for 6 months and longer, while others use our services for short-term locum positions.

Loyalty Rewards - How it Works

We have two different ways of rewarding you, depending on how you use us:

- Fixed-Term/Permanent Contracts

If we place you in a job for 6 continuous months or more, you will receive a Wavelength Visa Reward Card credited with AUD\$500 for the second and any subsequent positions you successfully take up through Wavelength, paid on successful completion of your first 3 months' work.

- Short-Term Locums

For every 5 individual placements that you successfully complete through our Locum Division, you will receive a Wavelength Visa Reward Card credited with AUD\$500.



In order to be eligible your first and fifth placements will need to commence within 2 years of each other's commencement date.

- Longer-Term Locums

For each full month you complete of a longer-term locum is equivalent to 1 placement. Once you have successfully completed 5 months of locum work, you will receive a Wavelength Visa Reward Card credited with AUD\$500.

There is no limit to the number of loyalty rewards you can receive, providing you fulfil the criteria set out above. We will keep track of your eligibility and notify you about your loyalty reward.

Other terms

Your eligibility for rewards is subject to you complying the terms of any agreement between you and Wavelength in relation to any placement or other matter.

When you receive your Wavelength Visa Reward Card, you will be asked to accept Visa's terms (which will accompany the card). You will be able to withdraw cash in most countries and make purchases where Visa Prepaid Cards are accepted. A copy of Visa's terms and a list of these merchants can be obtained from Visa.

We may make changes to this programme (including changes that may detrimentally affect your entitlements under them) or cancel them. We will give you 30 days written notice of these by posting the changes to this programme on our website, www.wave.com.au

If there is a dispute about any entitlement under this programme, our decision will be final.

We are not liable for any loss or damage (including consequential or economic loss or loss of profits), arising under or in connection with this programme, except to the extent that such loss or damage is caused by our negligent acts or omissions.

These terms are governed by and will be construed in accordance with the laws of New South Wales, Australia, and you agree to submit to the non-exclusive jurisdiction of courts of that state.

If a term is illegal, invalid or unenforceable then it will be read down to the extent necessary to ensure that it is not illegal, invalid or unenforceable, but if that is not possible, it will be severed and the remaining terms will continue to have full force and effect.

Please note that there may be tax implications in connection with this programme (for example you may be required to declare these rewards in your tax return as a 'Fringe Benefit'). We encourage you to seek advice from your accountant with regard to any tax implications around receiving and redemption of rewards.

If you have any questions about our Loyalty and Rewards Programme speak to your Wavelength consultant or contact us on info@wave.com.au.