

TERMS AND CONDITIONS / COMPETITION RULES

These Terms and Conditions apply to the Refer & Earn incentive by Green Marble Recruitment Consultants.
Each promotion also has specific terms in the competition rules.

- **Incentive Definition:** Earn R1,000 for referring candidates with scarce skills across specialised industries! You'll be rewarded if your referred candidate is placed and remains employed for 3 months from their start date.
- **Scarce skills:** Scarce skills are specific competencies or qualifications in high demand but low supply within the job market. These skills must include advanced technical skills, specialised knowledge, or unique expertise that is not widely available.
- **Participation:** Referee must have permission from the candidate to refer. Participants must be 18 years of age or older.
- **Information Accuracy:** Participants must provide accurate information. Green Marble Recruitment Consultants reserves the right to verify the winner's identity before awarding prizes.
- **Final Decision:** Green Marble Recruitment's decision is final. Prizes are not transferable or exchangeable.
- **Bank Details:** Winners must provide verified bank details. Green Marble Recruitment Consultants are not liable for incorrect banking information.
- **Payment Timing:** The cash prize will only be paid 3 months after the referred candidate starts at their new employment. No prize if the candidate leaves within this 3-month period.
- **Claim Period:** Prize claims are valid for 6 months after the candidate starts new employment. Referral status is valid for 6 months
- **Database Conflicts:** Referrals (Candidates) already in Green Marble Recruitment Consultant's database are invalid. Referees will be informed if their candidate is already in process.
- **Data Consent:** Participants consent to processing their personal data/information in accordance with the Protection of Personal Information (POPI) Act.
- **Technical Issues:** Green Marble Recruitment Consultants are not liable for any technical issues affecting entries.
- **Disqualification:** Participants not conforming to terms or fraudulently influencing the competition may be disqualified.
- **Terms Modification:** Green Marble Recruitment Consultants can change terms or discontinue the promotion without notice or obligation to compensate.
- **Prevailing Terms:** If there are any discrepancies, specific competition terms will take precedence over general terms.