

FHR Candidate Referral Draw 01-FY23

Terms and Conditions

Schedule to Terms & Conditions of Entry

Promotion name	FHR Candidate Referral Draw 01-FY23
Eligible States/Territories	National
Promotion period	Start: 1 July 2022 11:59 PM AEST End: 31 December 2022 11:59 PM AEST No entries will be accepted outside this time.
Website address	www.frontlinehr.com.au
Promoter	The Promotion is conducted by Unidex Consulting Pty Ltd (ABN 22 097 510 926), trading as Frontline Human Resources (FHR). Level 1, 180 Whitehorse Rd, Blackburn VIC 3130 Local Telephone: (03) 8877 0500 National Telephone: 1800 642 006
Eligible entrants	Entry to the Promotion is open to legal residents of Australian States and Territories, who are over 18 years of age at the time of entry. This may include existing FHR clients, candidates, or employees of FHR, if Eligibility is not otherwise compromised. An Entrant or Entry may be made ineligible by a number of factors, according to the schedule.
Details of prizes	There is one Prize of an amount of AUD \$750.00
Total number of prizes	1
Total prize value	Total prize pool: AUD \$750.00 prize to be paid via EFT
Method of entry	Method of entry An Entrant must Lodge a Candidate Referral on the Frontline Human Resources website during the promotional period. The candidate referral must be made for a specific role which FHR is currently or usually hiring for. An Entrant can make multiple unique referrals, which will each be treated as separate Entries.
Lodging a Candidate Referral	A Candidate Referral may be lodged on the FHR website (www.frontlinehr.com.au), by completing the Candidate Referral form during the promotional period. The Entrant must provide their own contact details including home address, the contact details of the Candidate, indicate which Role the referral is being made for, and confirm that the Candidate has provided consent for the referral.
Ineligibility of entrants or entries	At to the discretion of the Promoter or its representatives, an Entry may be deemed as ineligible for any of the following reasons: - FHR recruitment consultants are unable to contact the Referred Candidate after making reasonable efforts to do so. - The FHR recruitment consultant who contacts the Referred Candidate deems them substantially unqualified for the role. - The recruitment consultant indicates that the selected role does not related to a role which FHR is currently or usually hiring for. - The Referred Candidate does not have the right to work in Australia, or the ability to carry out the Role.

	<ul style="list-style-type: none"> - The Referred Candidate is already listed on the FHR database, or has been previously listed on the FHR database, at the time of the Entry. - The Referred Candidate was already referred as part of The Promotion. In the case of Candidates being referred multiple times, only the first Referral will be eligible. - The Referred Candidate indicates that they are not willing to accept the role if it were to be offered to them. - The Entrant is involved directly in the administration of the role, or placement of the Referred Candidate. - The Entrant is the same person as the Referred Candidate (ie. An Entrant may not refer themselves). <p>At the discretion of the Promoter or its representatives, an Entrant may be deemed as ineligible for any of the following reasons:</p> <ul style="list-style-type: none"> - The Entrant has any legal ownership of FHR, or is involved in the administration of the promotion, or is involved directly in the prize draw. - The Entrant has a known conflict of interest. - At any time, a Referred Candidate provided by the Entrant indicates that they did not provide consent to the Entrant prior to the referral being submitted. - The Entrant has submitted multiple ineligible Entries. <p>If an Entrant has been deemed ineligible, FHR may revoke their ability to submit a Candidate Referral for the duration of the promotional period. This is at the discretion of FHR.</p>
Maximum number of entries	Multiple participation in the Promotion is permitted. An Eligible Entrant will receive one entry for each Eligible Candidate Referral submitted.
Prize draw	<p>A random prize draw will occur 10:00 AM AEST on 20 January 2023.</p> <p>The prize will be drawn manually, and scrutinised by a Director, COO, or Manager employed by FHR. All reasonable efforts will be made to ensure each Eligible Entry has equal chance of winning.</p> <p>A video recording will be made of all prize draws, which will be made available to anyone, on request, for up to 3 months after the draw.</p> <p>Location of draw: Frontline Human Resources Level 1, 180 Whitehorse Rd, Blackburn VIC 3130</p>
Notification of winners	Winners will be notified via email & phone no later than 31 January 2023.
Public announcement of winners	<p>The winners of all prizes will be published on the FHR website (www.frontlinehr.com.au) or LinkedIn page, no later than 31 January 2023.</p> <p>The name and address of all winners will be also published in a South Australian newspaper within 30 days of the draw, if required as part of a trade promotion.</p>
Unclaimed prize draw	<p>Only if required, a random unclaimed prize draw will occur 10:00 AM AEST on 17 February 2023.</p> <p>The process for an unclaimed prize draw will be the same as a prize draw.</p> <p>Location of draw: Frontline Human Resources Level 1, 180 Whitehorse Rd, Blackburn VIC 3130</p>

Notification of unclaimed prize winners	Unclaimed prize winners will be notified via email & phone no later than 28 February 2023.
Public announcement of winners from unclaimed prize draw	The winners of all unclaimed prizes will be published on the FHR website (www.frontlinehr.com.au) or LinkedIn page, no later than 28 February 2023. The name and address of all winners will be also published in a South Australian newspaper within 30 days of the draw, if required as part a trade promotion.
Permit reference	Not required for a minor trade promotion of this scale.

Terms & Conditions of entry

1. Information on how to enter and prize details form part of these terms & conditions (**Terms of entry**). The Terms must be read in conjunction with the Schedule. The Schedule defines the terminology used in these Terms of entry. Where there is any inconsistency between these Terms and the Schedule, the Schedule prevails. Participation in this Promotion is deemed acceptance of these Terms of entry.
2. Entry is open only to legal residents of the Eligible States/Territories who satisfy the Method of entry. People who participate directly with the administration or drawing of the prizes are ineligible for entry.
3. The Promotion will be conducted during the Promotion period.
4. The Prize/s are specified in the Details of prizes section of the Schedule.
5. The total prize pool is specified in the Total prize value section of the Schedule.
6. Any prize is valued in Australian dollars unless expressly stated to the contrary.
7. Any Cash prize will be paid via EFT.
8. Entrants are advised that tax implications may arise from their prize winnings and they should seek independent financial advice prior to acceptance of their prize(s). The Promoter accepts no responsibility for any tax implications that may arise from accepting a prize. Entrants are responsible for any and all expenses that they incur in entering the competition and they will not be reimbursed regardless of whether or not they win the competition.
9. The entrants must follow the Method of entry during the Promotion period to enter the Promotion. Failure to do so will result in an invalid entry. The Promoter will not advise an Entrant if their entry is deemed invalid.
10. The time of entry will be deemed to be the time the entry is received by the Promoter.
11. The Promoter accepts no responsibility for any late, lost, delayed, incomplete, incorrectly submitted, corrupted, illegible or misdirected entries, claims or correspondence whether due to omission, error, alteration, tampering, deletion, theft, destruction, disruption to any communication network or medium, or otherwise including those entries not received by the Promoter for any reason. The Promoter is not liable for any consequences of user error including (without limitation) costs incurred. No correspondence will be entered into.
12. The prize(s) will be awarded to the valid entrant(s) drawn randomly in accordance with the Prize draw details. The Promoter may draw additional reserve entries (and record them in order). In the event of an invalid entry or an ineligible entrant, or if the entrant is ineligible to accept the prize, the prize will be awarded to the first reserve entry drawn. If the prize can't be awarded to the entrant drawn, the promoter will then continue this process until the prize is awarded.
13. The winner does not need to be present at the draw unless expressly stated to the contrary.
14. The winner(s) will be notified in accordance with the Notification of winners and Notification of unclaimed prize winners (if applicable) sections of the Schedule. Notification to winners will be deemed to have occurred on the later of the time the winner receives actual notification from the Promoter or two business days thereafter. The notification will include details about how the prize(s) can be claimed.
15. The Promoter takes no responsibility where it is unable to contact prize winners who have not provided correct or complete contact details. If an entrant's contact details change during the promotional period, it is the entrant's responsibility to notify the Promoter. A request to modify any entry information should be directed to Promoter.
16. It is a condition of accepting any prize that the winner must comply with all the conditions of use of the prize and the prize supplier's requirements. Each prize must be taken as stated and no compensation will be payable if a winner is unable to use the prize as stated.

17. The winner(s) name, address, and state/territory of residence will be published in accordance with the Public announcement of winners section of the Schedule (if applicable).
18. If the prize(s) has not been claimed by the Unclaimed prize draw time and date and subject to any written directions from a State lottery agency, the Promoter may conduct an Unclaimed prize draw in accordance with the Unclaimed prize draw section of the Schedule (if applicable). In the event the Unclaimed prize draw takes place, the Promoter will attempt to contact the winner(s) of the Unclaimed prize draw in accordance with the Notification of unclaimed prize draw section of the Schedule, and if applicable, the name and State/Territory of residency of any winner(s) of the Unclaimed prize draw will be published in accordance with the section of the Schedule entitled Public announcement of winners from unclaimed prize draw. If a prize is no longer available the promoter may substitute with a prize of higher or equal value subject to any written directions from a regulatory authority. The promoter is not allowed to deduct any administrative costs associated with provision of the prize.
19. To the greatest extent permitted by law, the Promoter excludes all warranties, representations or guarantees (**Warranties**) regarding the Promotion and any prizes, including any Warranties which may have been made in the course of advertising or promoting the Promotion. The conduct of the Promotion or the supply of prizes may involve third parties, and the Promoter makes no Warranties and disclaims all liability in connection with any such third parties, their acts or omissions. By entering the Promotion, an entrant releases and indemnifies the Promoter and its related bodies corporate (including the officers, employees and agents of each) from and against all actions, penalties, liabilities, claims or demands the entrant may have against the Promoter or that the Promoter may incur for any loss or damage which is or may be suffered or sustained as a direct or indirect result of an entrant entering or participating in the Promotion or winning or failing to win a prize, or using or permitting any other person to use the prize, except for any liability which cannot be excluded by law or which would cause any part of this clause to be void or unenforceable.
20. If despite the foregoing clause, the Promoter incurs a liability to an entrant under any law which implies a Warranty into these Terms of entry which cannot legally be excluded, the Promoter's liability in respect of the Promotion is limited, in the Promoter's discretion, to either resupplying such goods or services as form part of the Promotion, or paying the cost of resupplying those goods or services.
21. Without limiting any of the foregoing, in no circumstances will an entrant or the Promoter have any liability to the other for any loss or damage suffered which is indirect or consequential in nature, including without limitation any loss of profit, loss of reputation, loss of goodwill, or loss of business opportunity.
22. The Promoter and its associated agencies and companies will not be liable for any delay, damage, or loss in transit of prizes.
23. The Promoter may in its absolute discretion not accept a particular entry, may disqualify an entry, or cancel the entire Promotion at any time without giving reasons and without liability to any entrants, subject to any written directions from a regulatory authority. Without limiting this the Promoter reserves the right to verify the validity of entries, prize claims and entrants and to disqualify any entrant who submits an entry or prize claim that is misleading or not in accordance with these Terms of entry or who manipulates or tampers with the entry process. In the event that a winner breaches these Terms of entry, the winner will forfeit the prize in whole and no substitute will be offered. Verification is at the discretion of the Promoter, whose decision is final. Failure by the Promoter to enforce any of its rights at any stage does not constitute a waiver of those rights.
24. Prizes, or any unused portion of a prize, are not transferable or exchangeable and cannot be taken as cash, subject to any written directions from a regulatory authority. Where a prize is unavailable for any reason, the Promoter may substitute the prize for another item of equal or higher value subject to any written directions from a regulatory authority. The Promoter accepts no responsibility for any variation in prize value (including between advertising of the Promotion and receipt of the prize).
25. In the case of the intervention of any outside act, agent or event which prevents or significantly hinders the Promoter's ability (or that of a third party involved with the Promotion) to proceed with the Promotion on the dates and in the manner described in these Terms of entry, including but not limited to vandalism, natural disasters, acts of God, civil unrest, strike, war, act of terrorism, the Promoter's obligations in respect of the Promotion

will be suspended for the duration of the event and, in addition, the Promoter may in its absolute discretion cancel the promotion and recommence it from the start on the same conditions, subject to approval of the relevant authorities.

26. All entries become the property of the Promoter. As a condition of entering into this Promotion, entrants agree to assign all their rights in and to their entry and any related content to the Promoter, including any copyright or other intellectual property rights in the entry and related content. Without limiting this, the Promoter may use entry content for any and all purposes including commercial purposes. You warrant that entry content is original, lawful and not misleading and that the Promoter's use of such content will not infringe the rights of any third parties. The Promoter has no obligation to credit you as the author of any content submitted and may otherwise do any acts or omissions which would otherwise constitute an infringement of any moral rights you may have as an author of content.
27. Entrants consent to the Promoter using the personal information provided in connection with this promotion for the purposes of facilitating the conduct of the promotion and awarding any prizes, including to third parties involved in the promotion and any relevant authorities. In addition to any use that may be outlined in the Promoter's Privacy Policy, the Promoter including third parties may, for an indefinite period, unless otherwise advised, use the private information for promotional, marketing, publicity, research and profiling purposes, including sending electronic messages or telephoning the entrant.
28. The collection and disclosure of personal information provided in connection with this promotion will be handled in accordance with the Promoter's Privacy statement which adheres to the Privacy Act 1988 (cth) and Australian Privacy Principles.
29. The Promotion and these Terms of entry will be governed by the law of the State or Territory in which the Promoter ordinarily resides. Entrants accept the non-exclusive jurisdiction of courts and tribunals of that State or Territory in connection with disputes concerning the Promotion.
30. Social media platforms may be used to advertise or promote the Promotion. By entering the Promotion, entrants agree that the Promotion is in no way sponsored, endorsed or administered by, or associated with these social media platforms; and to release these social media platforms from all liability in relation to this Promotion. Any questions, comments or complaints regarding the Promotion should be directed to the Promoter and not these social media platforms.
31. In all cases, FHR's decision is final.
32. Winners may be asked to take part in promotional activities as part of receiving the prize.
33. Entrants consent to receiving communication from Unidex Consulting P/L relating to the Referral Program.
34. Entrants consent to receiving marketing communication from Unidex Consulting P/L, including but not limited to, email, SMS, phone call, or direct mail.