



# CREATING CAREERS

## **Job Search Agreement**

26 March 2024

## 1 Assignments

I, Mr./Mrs. (Please insert full name, address and e-mail)

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.....

the "Client"

am in search for a new employment and assign

Sanet ASEAN Advisors & Manpower Co. Ltd., 2/1 Soi Rom Klao 25/2, Bangkok 10520,  
registered under Thai Business License No. 0105543069391,

"Sanet"

to publicize my interest through CREATING CAREERS, Sanet's Recruitment Service.

The terms and conditions agreed upon for Sanet's assistance are as follows:

## 2 Deliverables by the Client

I will provide Sanet with the documents listed below:

- a) Position(s) that I desire to obtain employment in
- b) A proposed headline on the application (e.g. " Expert for ..... is looking for a position as ...)" or similarly.
- c) My CV in English including personal data, education, previous employments and special certificates.
- d) A short Profile in the form of listing of my education, skills, and experiences to be included in his or her presentation, if possible.

### 3 Services and Process

I am aware about the following services and the following process that Sanet will initiate:

- a) Sanet will publicize the interest of the Client, his preferred position and his short profile as defined in Clause 2 (d) on its website, mailing it to the company recipients of the monthly newsletter CREATING CAREERS and - at its discretion - by linking to LinkedIn or other suitable media. This may be done up to 3 times. Sanet will amend the wording of the advertising in a most effective way.
- b) The advertisement will not be repeated if the client Sanet informs that he/she has already accepted employment or that he/she wishes to discontinue the search. The latter does not require any justification.
- c) At first, Sanet will present contacts of companies which are interested in an introduction of the client to the client and then, in case of the client's consent, send the CV and the provided documents to the interested company.
- d) Sanet will subsequently introduce both parties to each other by email.
- e) Sanet is not obliged to directly support the negotiations between the Job Seeking Client and the interested company. Upon request of the Client, Sanet will provide services without acceptance of any legal obligation, whereby depending on the scope, a separate remuneration agreement can be made.

### 4 Confidentiality

Sanet will disclose personal data of the Client and his CV to third parties only with his consent and will treat them confidentially even in case of termination according to clause 3 b). The Client may give his consent by e-mail or by uncontradicted e-mail confirmation by Sanet after a telephone approval or by other text form. Sanet is entitled to keep, save and use the e-mail of the Client the send-out of its regular information or newsletters.

## 5 Renumeration and Legal Terms

- a) **Sanet's activities assured under Section 2 a) to d) are conducted without any charge for as long as the placement, for whatever reason, is not successful.**
- b) In the event of the conclusion of an employment contract or other service contract between Client and a presented company or individual, Client shall pay to Sanet a Contingency Fee in the amount of one-twelfth of the agreed annual salary therein. Annual salary includes fixed salary and stipulated fringe benefits such as housing allowance, car allowance and health insurance.
- c) School fees for children, travel costs, cost of relocation, reimbursement of expenses and out-of-pocket expenses do not count towards the annual salary. Commissions and performance bonuses also do not count toward annual salary if they do not exceed 30% of total salary.
- d) The Client is obligated to notify Sanet of the contract pursuant to litt. b) for a confidential review of its claim immediately after completion and to provide Sanet with a copy of the contract. In the event of reasonable doubt, Client authorizes Sanet to also request information from the Employer.
- e) Later termination, even during the probation period, does not entitle the client to withhold payment or reclaim the fee.
- f) Payment of the fee is due within 14 days from the date of invoice, without deductions and free of bank charges. If the client or the brokered company is located in Thailand, Thai VAT will be charged at the current rate of 7%.
- g) Sanet accepts no liability for a conclusion of or the persistence of or disputes arising from the Employment Agreement, nor for any accuracy of the information provided by the referred companies or the Client.
- h) The client expressly waves claims of any kind arising from this agreement. The place of jurisdiction shall be Thailand, or at the discretion of the plaintiff, the domicile of the defendant.

## 6 Instructions

Position I desire to obtain .....

Proposed Headline or my application .....

Presentation Text (400 – 600 characters)

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I will attach to this assignment

- My full CV
- My most current picture in passport format
- I am aware that my interest will be posted confidentially (without picture, name, and CV)

I agree with the terms above and hereby assign Sanet (Thailand) Co. Ltd. to initiate and provide the services as described in this agreement.

Place: \_\_\_\_\_ Date: \_\_\_\_\_

Full Name \_\_\_\_\_

Signature

\_\_\_\_\_