



NUZTA – PLACEMENT SERVICE AGREEMENT

Placement Reference

This Agreement applies to the following placement:

Candidate Reference ID: NUZTA-TN-.....

Position:

1. Parties

This Agreement is entered into between:

NUZTA Recruitment Services

Commercial brand operated by MAHDI HOLDING s.r.o.

Registered in Slovakia

AND

Employer:

Company Name:

Legal Form:

Address:

Country:

2. Legal Status of NUZTA

NUZTA is a commercial brand operated exclusively by MAHDI HOLDING s.r.o.

NUZTA acts strictly as an independent recruitment intermediary.

NUZTA is NOT:

- An employer
- A temporary work agency
- A labor leasing company

NUZTA provides only recruitment, sourcing, and placement services.

3. Purpose of the Agreement

This Agreement defines the terms under which NUZTA provides recruitment services for sourcing skilled workers from Tunisia for the Employer.

4. Scope of Services

NUZTA provides:

- **Sourcing candidates from vocational training centres in Tunisia**
- **Shortlisting and verifying qualifications**
- **CV drafting**
- **Coordinating the placement process until employment start.**

5. Employment Relationship

The Employer acknowledges that:

- **NUZTA has no employment relationship with candidates**
- **Employment contracts are signed directly between Employer and Candidate**
- **NUZTA has no control over salary, working conditions, or workplace management**
- **The Employer is fully responsible for compliance with local labor laws**

6. Recruitment Fee

The Employer agrees to a fixed recruitment fee:

€599 excl. VAT per candidate hired. VAT will be applied in accordance with Slovak and EU regulations.

Terms of payment:

- **Recruitment fees are only payable from the date the candidate actually takes up their post, i.e. as soon as the candidate begins performing the duties assigned to them by the Employer**
- **The start date must be confirmed by written evidence (confirmation email, attendance register or any other equivalent official document)**
- **No advance payment is required**
- **The invoice is issued immediately upon confirmation of the start of employment**
- **Payment is due within 2 to 4 working days of the invoice date, unless otherwise agreed in writing**
- **Fees are non-refundable once invoiced following confirmation of the start of employment**
- **This agreement applies exclusively to the candidate referenced above.**

7. Performance-Based Model

The parties agree that NUZTA operates on a success-based model:

- No hire = no invoice
- Invoice is triggered only upon confirmed start of employment

8. Employer Obligations

The Employer agrees to:

- Provide accurate job description and requirements
- Comply with all applicable EU labor laws
- Sign employment contract directly with candidate
- Ensure fair working conditions and salary
- Handle work permits and immigration procedures if required

9. Candidate Selection Process

- NUZTA presents pre-selected candidates
- Employer selects final candidate(s)
- Final hiring decision remains with Employer

10. No Guarantee Clause

To the maximum extent permitted by law, NUZTA does not guarantee:

- Hiring success
- Candidate retention
- Business performance
- Candidate work performance

All hiring decisions remain the sole responsibility of the Employer.

11. Limitation of Liability

NUZTA shall not be liable for:

- Employment disputes
- Workplace incidents
- Salary or contract disputes

- Immigration or visa outcomes
- Employer legal non-compliance

12. Data Protection (GDPR)

NUZTA processes personal data strictly for recruitment purposes in accordance with applicable EU data protection laws (GDPR).

13. Termination

This Agreement may be terminated by either party before candidate placement without penalty. After confirmed hiring, the recruitment fee remains due.

14. Governing Law

This Agreement is governed by the laws of Slovakia and applicable European Union regulations.

15. Acceptance

Hiring a candidate introduced by NUZTA constitutes full acceptance of this Agreement and triggers the recruitment fee.

16. Non-Circumvention

The Employer agrees not to directly or indirectly hire, engage, or contract any candidate introduced by NUZTA without payment of the agreed recruitment fee.

This obligation remains valid for 12 months from the date of candidate introduction.

17. Signatures

For NUZTA (MAHDI HOLDING s.r.o.):
NUZTA Recruitment Services
International Recruitment Intermediary

Date:

Stamp and signature:

For Employer:

Name:

Position:

Company:

Date:

Stamp and signature: