

Student and Parent Terms and Conditions

Exemplar Talent Connect · Version 2 · October 2026 · Issued 12 October 2026

1. Acceptance

- 1.1 These Terms apply to every student, graduate and job seeker ("you") who creates a profile on Exemplar Talent Connect, which is operated by Exemplar Performance Advantage Pty Ltd (Australian Business Number (ABN) 58 002 263 943) ("Exemplar", "we", "us"). By creating a profile, you agree to these Terms.
- 1.2 If you are under 18, your parent or guardian must also agree to these Terms on your behalf.

2. The service

- 2.1 Exemplar Talent Connect lets you earn independently verified skills credentials and be found by Australian employers. Employers pay us to be introduced to candidates and to hire them.
- 2.2 The platform is free for you. You will never be charged any platform fee, subscription or commission on your wages. You pay only for the skills assessments you choose to sit, and all assessment prices include Goods and Services Tax (GST).
- 2.3 We connect candidates and employers. We do not guarantee that you will receive an introduction, an interview or a job offer. Hiring decisions are made by employers.

3. Eligibility

- 3.1 To have a profile you must be at least 16 years old, have the legal right to work in Australia, and give us accurate information.
- 3.2 Your profile becomes visible to employers only after you have passed at least one Exemplar skills assessment.
- 3.3 If you are 16 or 17, your profile, including your display name, is not visible to any employer until your parent or guardian has given consent through our parent consent form.

4. Your profile

- 4.1 You must keep your profile accurate and up to date, and must not include anything false or misleading.
- 4.2 Your profile may include your display name, skills scores, education, work history, availability, career interests, certifications, resume and an optional video introduction.
- 4.3 Display name. When you register you give us your full name, but employers do not see it until they make you a job offer (see section 5). Instead, employers see a display name. Unless you choose otherwise, your display name is your first name and the first letter of your surname (for example, "Sam T").
- 4.4 You may choose a different display name, such as a nickname. It must not include your full surname, contact details or anything offensive, and it must not impersonate anyone. We may change a display name that does not meet these rules.
- 4.5 Your video is shared with an employer once you accept an introduction, before any job offer. Please do not include your full name or contact details in it.

5. What employers see, and when

- 5.1 Before any introduction (preview). Verified employers can see your display name, verified skills scores, suburb, availability, career interests, education level and additional certifications. They cannot see your full name, contact details, school, work history, resume or video.
- 5.2 Introduction. An employer who wants to meet you must request an introduction. Every request comes to you first, with the employer's name and details, and you can accept it, decline it or ask for more information. Nothing more is shared unless you accept. You are never charged for an introduction.
- 5.3 After you accept an introduction, that employer can also see your full profile — your work history, school and education details and certifications — and your video, and can message you through the platform. You are still shown by your display name.
- 5.4 Job offer. Your full name, phone number, email address and resume are given to an employer only when that employer makes you a job offer through the platform. We will tell you when this happens.

- 5.5 Anonymous mode. If you turn on anonymous mode, employers see a candidate number instead of your display name until you accept an introduction.
- 5.6 Never shared. We never share your street address, personal social media accounts or information about your family.
- 5.7 If you are under 18: your parent or guardian can ask to receive a copy of every introduction request you receive; we may copy messages between you and employers to your parent or guardian, and may review them; your parent or guardian may attend any interview if either of you asks; and your parent or guardian will be told of, and given a copy of, any job offer.
- 5.8 Our Child Safety Policy, published at exemplartalentconnect.com.au, explains how we protect candidates under 18 and how anyone can raise a concern.

6. Privacy

- 6.1 We handle your personal information in accordance with the Privacy Act 1988 (Cth) and our Privacy Policy, published at exemplartalentconnect.com.au.
- 6.2 We use facial recognition during assessments only to confirm that you are the person sitting the test, and only with your consent. We never share these images with employers.
- 6.3 We never sell your personal information, and we share it only as described in section 5, in our Privacy Policy, or with your consent.
- 6.4 You control your profile. You can use anonymous mode, block particular employers from seeing your profile, change your notification settings, and pause or delete your profile at any time.
- 6.5 Employers who receive your information must use it only for recruitment, under their agreement with us.

7. Your rights and responsibilities

- 7.1 You may accept, decline or ask for more information about any introduction request, and you are never obliged to accept one.
- 7.2 You may complain to the Office of the Australian Information Commissioner (OAIC) if you are not satisfied with how we handle your personal information.
- 7.3 You must keep your login details confidential and tell us straight away if you think someone else has used your account.
- 7.4 You should research any employer before accepting an introduction or attending an interview.
- 7.5 If an employer contacts you outside the platform before making you a job offer, or asks you to arrange employment without going through the platform, please tell us at enquiry@exemplarpa.com.au.

8. Employers

- 8.1 We verify every employer's business, including its ABN, before it can see any candidate.
- 8.2 Employers pay us introduction fees, membership fees and placement fees. These fees are never charged to you or deducted from your pay.
- 8.3 You should never pay an employer, or anyone claiming to act for one, to be considered for a job.
- 8.4 Warning signs include requests for money or bank details, job offers made without an interview, interviews at private homes, and pressure to decide immediately. Report any concern to us; we investigate reports within 24 hours and remove employers who breach our terms.

9. Safety

- 9.1 Meet employers in a workplace or public place, tell someone where you are going, and never give bank details or identity documents before you have a written employment contract.
- 9.2 We are not responsible for your safety at interviews or meetings arranged with employers, but we will act promptly on any report you make.

10. Availability of the platform

- 10.1 We aim to keep the platform available, but we do not guarantee continuous access. We may suspend it for maintenance, repairs or security updates, or because of events outside our control.

11. Intellectual property

- 11.1 Exemplar owns the platform, the assessments and all related content.
- 11.2 You keep ownership of the content you add to your profile. You give us a limited licence to store it and to show it to employers as described in section 5.

12. Pausing, deleting and ending your profile

- 12.1 You can pause your profile at any time by marking yourself as not currently seeking work, and delete it at any time from your account or by emailing enquiry@exemplarpa.com.au.
- 12.2 We may suspend or close your account if you breach these Terms.
- 12.3 When your profile is deleted, we delete your personal information within 7 days, except where the law requires us to keep it. Your credentials can be kept for verification if you ask us to.
- 12.4 An employer that received your information through an accepted introduction or a job offer before your profile was deleted may keep it for its own recruitment records, as permitted by law.

13. Liability

- 13.1 The platform is provided "as is". We do not guarantee any particular result from using it.
- 13.2 If an assessment you paid for is affected by a problem with the platform or our service, we will, at our choice, either let you re-sit that assessment once free of charge or refund up to \$200.
- 13.3 To the extent permitted by law, clause 13.2 sets out our total liability to you for any claim connected with the platform or your assessments, however it arises.
- 13.4 Assessments you choose to retake, for example to improve your score, are not refundable.
- 13.5 Nothing in these Terms excludes your rights under the Australian Consumer Law.

14. Complaints and disputes

- 14.1 Please send any complaint to enquiry@exemplarpa.com.au. We will respond within 5 business days.
- 14.2 These Terms are governed by the laws of New South Wales.

15. Changes to these Terms

- 15.1 We will tell you by email before any material change to these Terms takes effect. If you keep using the platform after that date, the changed Terms apply.

16. Contact

Exemplar Performance Advantage Pty Ltd • ABN 58 002 263 943

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