

### ILLUSTRATION OF SERVICE FEES REFUND

The refund policy applies for up to three MDWs placed with the same employer, provided each of the MDW's employment was terminated within the first six months of her employment.

If any of the MDWs' employment lasted more than six months, the employer is not entitled to a refund from the EA, including service fees paid for earlier MDWs. The employer is also not entitled to a refund if a 4<sup>th</sup> MDW was hired through the EA.

Employment duration of MDW (placed by EA to same employer)				Remarks
1 <sup>st</sup> MDW	2 <sup>nd</sup> MDW	3 <sup>rd</sup> MDW	4 <sup>th</sup> MDW	
3 months	-	-	-	In this scenario, the employer is <u>entitled</u> to a refund from the EA as the MDW's employment was terminated within the first six months of employment.
3 months	8 months	-	-	In this scenario, the employer is <u>not entitled</u> to a refund from the EA as the 2 <sup>nd</sup> MDW's employment was terminated after six months.
3 months	3 months	3 months	-	In this scenario, the employer is <u>entitled</u> to a refund from the EA as all three MDWs' employment were terminated within the first six months of employment.
3 months	3 months	3 months	3 months	In this scenario, the employer is <u>not entitled</u> to a refund from EA as the employer hired four MDWs through the same EA.