

RESPONDENT INCENTIVE GUIDELINES

Focus People can pay respondent incentives for you.

We can pay the respondents via the following methods:

- EFT Transfer to bank accounts
- Taking cash payments to the venue (limits apply)
- Giftpay or Prezzy vouchers (e-gift cards)
- Physical gift cards posted out to respondent
- Cheque payments

Our preference is to pay all respondents via Giftpay.

For more information on Giftpay please visit: www.giftpay.com.au

For Focus People to pay your respondent incentives we charge a handling fee.

| Incentive | Charge |
|----------------|-------------------------|
| \$100 or under | 10% of the total amount |
| Over \$100 | \$10 per person |

In relation to our recommendations for incentive payments this is just a rough guide. There are so many factors that come into the exact amount that should be paid to respondents. The main thing to think about is the amount of time that you need them for and the type of person they are.

For business respondents we do tend to pay them generous amounts. If you are wanting to recruit a CEO or Senior Business person you may need to increase the amounts even further than the suggestions we have given. Our team can certainly guide you with this at the start of the project.

ONLINE PROJECT INCENTIVES

IN-PERSON PROJECT INCENTIVES

| ONLINE PROJECT INCENTIVES | | IN-PERSON PROJECT INCENTIVES | |
|---------------------------|-----------------------------|------------------------------|--------------------------------|
| General Consumers Online | Business Respondents Online | General Consumers in-person | Business Respondents in-person |
| 1 hour \$60 | 1 hour \$100-\$120 | 1 hour \$80 | 1 hour \$120+ |
| 1.5 hours \$90 | 1.5 hours \$120-\$150 | 1.5 hours \$100-\$120 | 1.5 hours \$150+ |
| 2 hours \$120 | 2 hours \$150-\$200 | 2 hours \$130-\$150 | 2 hours \$200+ |

Please add \$20 to each of the incentive guidelines if your project is scheduled to run on a public holiday or close to Christmas.

If you would like Focus People to handle the respondent incentives for your project please do let us know at the start of the project. We would then invoice you for this up front and payment is required before the first interview or group. If we have any incentive money left over due to no-shows we reconcile this on the final recruitment invoice and take any left over money off the recruitment invoice.

We do like to pay respondents within a few days of them taking part in the project. If we look after our respondents and pay them in a timely manner we find they are happy to refer us to their family and friends in the future.

Please don't hesitate to speak to our team about anything to do with respondent incentive.

Focus People Pty Ltd

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