

Direct Hire Understanding Agreement

MMHelpers Direct Hire Understanding Agreement

1. About MMHelpers Services

MMHelpers provides direct hire support services including:

- Helper sourcing assistance
- Helper profile sharing
- Basic background and experience information
- Interview coordination and pre-screening support
- Myanmar-side deployment coordination
- Communication and process guidance

Our role is to support and assist both employer and helper throughout the process as fairly and smoothly as possible.

2. Understanding About Helper Matching

Helper information, work history, and experience are based on information shared by the helper and interview process.

While MMHelpers will do its best to assist with matching and communication, helpers are individual human beings and long-term compatibility cannot be fully guaranteed.

MMHelpers cannot guarantee:

- Personality match
- Household compatibility

- Adaptation speed
- Communication style
- Long-term working relationship success

As every household environment and expectation is different, employers are encouraged to carefully interview helpers and make final hiring decisions based on their own judgment and comfort level.

3. Shared Responsibility & Fair Understanding

Both employer and helper are encouraged to communicate respectfully and maintain reasonable expectations to support a healthy working relationship.

MMHelpers acts as a coordination and support service provider and cannot fully control or guarantee the future actions, emotions, decisions, or behavior of either employer or helper after deployment.

4. Minimum Work Commitment Understanding

Helpers are requested to commit to working for at least three (3) months after arrival so that both employer and helper can reasonably cover deployment and preparation-related expenses together.

This understanding is intended to support fairness for both parties.

5. Return Ticket Responsibility

If Helper Chooses to Return on Her Own Decision

If a helper decides to return to Myanmar on her own decision after deployment, despite the employer wishing to continue employment, the helper will generally be responsible for her own outbound return ticket expenses.

If Employer Decides to Terminate Employment

If the employer decides to terminate or send the helper back for reasons unrelated to serious misconduct or contract breaches, outbound return ticket responsibility would generally fall under the employer side.

Serious Misconduct or Major Contract Issues

In situations involving serious misconduct, dishonesty, repeated refusal to work, severe attitude problems, or other major contract breaches by the helper, the helper may be asked to bear responsibility for return ticket expenses and outstanding deployment-related obligations where applicable.

6. Replacement & Further Assistance

As MMHelpers operates as a lower-cost direct hire support service rather than a traditional high-fee agency model, MMHelpers does not charge large agency fees intended to cover unlimited replacement liabilities or employer preference changes after deployment.

If an employer later decides that a helper is not suitable after deployment, MMHelpers will still do its best to assist with:

- Communication support
- Guidance and coordination
- Replacement helper sourcing assistance where possible

In many cases, MMHelpers may continue assisting with replacement helper sourcing without charging a new service fee, although deployment-related expenses, loan arrangements, and ticket costs would still apply.

7. Final Understanding

MMHelpers' responsibility is to assist fairly with coordination, communication, sourcing support, and deployment guidance for both employer and helper.

Final employment compatibility and long-term working relationship outcomes cannot be fully guaranteed by MMHelpers.

By proceeding with MMHelpers services, the employer acknowledges and agrees to the above understanding and service terms.

Employer Name: _____

Signature: _____

Date: _____