



## FAQ - Freelancing.hk

### General questions

#### What advantages does Freelancing.hk offer to freelancers?

- Through Freelancing.hk, the client comes directly to you, saving you time and money.
- Freelancing.hk provides you a highly cost effective and professional alternative to sourcing your next assignment through an agency.
- Your new direct client relationships are yours forever; providing you greater independence, flexibility and control.
- Higher average work rate throughout the year. On average 2.2 jobs (50 days each) per freelancer/year.
- Assignments are entered into without the need for lengthy contract negotiations (often within a telephone conversation).
- Direct contract between freelancer and client (without intermediate party).
- Free services: [Sample personalised contract](#), sample personalised invoice, payment via [trusted third party](#), free telephone advice, [articles](#), news, ...

#### What advantages does Freelancing.hk offer to clients?

- The Freelancing.hk service facilitates a direct contract between the client and freelancer. This negates the need for the client to use an expensive recruitment agent that charges commissions for the entire duration of the contract (and extensions).
- The client's use of the Freelancing.hk service is free of charge. This offers the client an enormous saving compared to the agency fees of 10-40% for the equivalent service.
- Also no fees on contract extensions or reassignments.
- The transparency of the system facilitates quick comparison of freelancers and fosters a competitive environment ensuring that the freelancer offers their services at the best possible rates.
- Fast search facilities.
- No negotiations about hourly rates as these are stated up front and governed by clear rules of using the system.
- Direct contract between client and freelancer (without intermediate party).
- Free services: [Sample personalised contract](#), sample personalised invoice, payment via [trusted third party](#), free telephone advice, [articles](#), news, ...

## Why are the freelancers from Freelancing.hk cheaper than at any agency?

Clients pay optimal rates because the relationship is directly between the freelancer and client removing the need for an expensive agent to act as 'broker'. Typically, on a 3 months contract, the Freelancing.hk fee to the client is 1.0% of the freelancer's total turnover. This compares very favourably to the fees charged by an agent, of between 10-40%, on the equivalent turnover. Clients are also able to buy better in as they are able to directly compare the freelancer's hourly rates against others available in the market at the time. On the other hand, the freelancer enjoys a higher utility rate resulting in a net increase in annual income.

The following example (a programmer with 60% work load) shows how utilisation and hourly net income can improve:

Example Calculation	Conventional	With Freelancing.hk
Acquisition expenses (p.a.):	800 hours	100 hours
Time on project (p.a.):	1,200 hours	1,900 hours
<b>Total (p.a.):</b>	<b>2,000 hours</b>	<b>2,000 hours</b>
Hourly rate:	HKD 640	HKD 480 (-25%)
Gross income (p.a.):	HKD 768,000	HKD 912,000
Acquisition cost:	0 (not considering expenses for travelling, lost time, etc,)	HKD 9600 (10 introductions)
Net income (p.a.):	HKD 768,000	HKD 902,400
<b>Net hourly rate:</b>	<b>HKD 384</b>	<b>HKD 451 (+ 17.5%)</b>

## What does references in freelancer profiles mean?

Freelancers can leave names and email addresses of referees with Freelancing.hk. When an client requests an introduction the referee and their contact information will be made available allowing the prospective client to validate skills and past track record. Freelancers are able to update their references at any time via email.

## How realistic is the freelancers profile information?

The freelancer is motivated to ensure that their profile is up to date and accurate. The flat fee paid by the freelancer for each introduction, motivates them to be accurate in their presentation of their skills and capabilities. An exaggeration of capabilities would result in them incurring unnecessary fees due to the low conversion rate of client introductions to active assignments. In addition, complaints from clients would be seriously examined, possibly reducing their quality rating and in extreme cases might result in the deletion of the freelancer from the system.

## Who are the freelancers listed at Freelancing.hk?

The freelancers listed at Freelancing.hk can be incorporated in different economic forms. Besides freelancers, they could also be sole traders, limited companies, etc.

All listed profiles must however refer to one specific person. Therefore, profiles representing a complete

team are allowed, as well as fictional people or interchangeable employees.

Entrepreneurs and temp agencies can offer their own personnel at Freelancing.hk and invoice the clients on the basis of their own calculation. In this case, the name of the actual employee must be entered during registration, while the address and account data of the company must be entered. In the registration entry form, please enter the following at "additional information": "The company xxx (contact person Mrs. yyy) accepts the billing for its registered employee towards Freelancing.hk and towards the client. In the publicly visible Freelancing.hk profile, the indirect billing is indicated by additional hint like "management and billing this 'freelancer' is provided via a personnel service providers in New Zealand at no additional costs."

## How does the introduction process work exactly?

- 1st The client chooses the most appropriate freelancer on our website.
- 2nd The client requests an introduction by entering his contact information and project details on the webpage.
- 3rd Freelancing.hk checks the request for formal correctness and sends-out an introduction email to both the client and freelancer. Also, an additional SMS notification is sent out to both parties informing them of the introduction request and providing contact details.
- 4th The client and freelancer contact each other and discuss details of the potential assignment. This initial contact should not take more than one hour and is not to be charged by the freelancer.
- 5th If both parties agree, the client hires the freelancer directly. If no separate agreement is stipulated, the terms and conditions of Freelancing.hk apply. You may choose to use our sample contract.
- 6th Freelancing.hk charges the freelancer an introduction fee equal to two times the freelancer's hourly rates. This introduction fee is charged irrespective of whether the introduction results in an assignment or not. In the case of an unprofessional client who does not have a genuine requirement (no real need), the freelancer must contact us within 14 days in writing. The introduction fee is then dropped and the client might be barred from further use of the Freelancing.hk services.
- 7th The client and freelancer might contact each other again at a later time and start (a new or follow-up) assignment. Since Freelancing.hk charges only a onetime fee, no further fees arise from follow-up assignments between the freelancer and the client.

## Why are client only permitted to be introduced to one freelancer per project task?

The clarity of the freelancer's published profile stating hourly rates, skills and capabilities allows the client to evaluate the available candidates and select the most appropriate freelancer for the required task. Therefore, there is no need for the client to interview a larger number of freelancers saving both the client and freelancer, time and money. Our introduction statistics prove the success of this approach:

- 78% of all clients ask for an introduction to one freelancer only, 17% request introductions to two freelancers.
- Only 5% of the clients wish to be introduced to three or more freelancers. In this case, only the first selected will be introduced.
- 37% of our introductions result in active projects - significantly more than other introduction approaches.

Should the client find that the nominated freelancer is not suitable, then, they are free to select another one for introduction.

If you wish to be introduced to more than one freelancer, we can offer you, however, that you pay the introduction fee on behalf of the freelancers. In this case please write in the project description: 'I wish to be introduced to more than one freelancer per project task and will pay the introduction fee of two hourly rates on behalf of the freelancer.'

## **Why are contracting agencies and recruitment companies prohibited from using our service?**

The purpose of the Freelancing.hk service is to facilitate a direct contract between the client and freelancer. Historically, less than 10% of agency introductions result in work for the freelancer which is well below the 37% success rate normally enjoyed on Freelancing.hk. Accordingly, freelancers who pay for the introduction, prefer not to be introduced to contracting agencies. If the contract agency is serious about the introduction request, they may put in a request and nominate to pay the introduction fee on the freelancer's behalf.

## **How do I determine the quality of a freelancer?**

When viewing the contractor profiles you will see a rating from one to three yellow stars. The star rating is based on feedback clients provide on the quality of work undertaken by the contractor, as the freelancer's business conduct towards Freelancing.hk (reaction speed, payment behaviour, ...). Also the quality and completeness of the freelancer profile are taken into account when awarding the stars. For example, the existence of a portrait photo, a work sample or if reference donors are listed can determine whether a freelancer has two or three stars.

While most of our contractors have a rating with two stars, only our best 15 percent have a top-rating with three stars. As the stars are constantly recalculated, they reflect the most current contractor rating.

## **How does an client provide freelancer feedback?**

Clients can send us an email to [info@freelancing.hk](mailto:info@freelancing.hk) with their feedback, which will be visible on the freelancers profile. Your feedback can acknowledge or reward good work, but can also motivate weaker freelancers to produce better quality work. It also helps other clients in their evaluation of freelancers for their next project. Your feedback should be succinct limiting it to one or two sentences, for example: 'Quick to understand complex tasks and is highly creative and effective in solving problems.'

## **What are the underlying economic principles on which Freelancing.hk is based?**

The business model used by Freelancing.hk was developed by [Freelance-Market.de](http://Freelance-Market.de) in Germany in collaboration with Prof. Reinhard Selten, Nobel Prize winner of Economics. It is based on the principles of a completely transparent market place where both freelancers and clients have a comprehensive market overview ensuring optimum competitive pricing strategies. As both the profile and hourly rates of all freelancers are known, supply and demand pressures ensure that participants make the best market pricing decisions. This is completely in compliance with the game theory as predicted by Prof. Selten. Accordingly, specialist freelancers in short supply can demand optimal rates whereas freelancers with skills that are more commonly available will need to be more competitive in pricing their services.

## How does the escrow service work?

Maybe you and your new business partner are working together for the first time and not sure who should carry the financial risk, either:

- a) The freelancer first completes (a part) of the project, but runs the risk that the client may not pay, or
- b) The client pays first, without knowing whether the freelancer will ever deliver an acceptable result.

An alternative offered by Freelancing.hk is a trusted third party payment service. It is easy to use without requiring advance notification:

- 1st Before the project starts, the two parties agree on the deposit amount.
- 2nd The client transfers the appropriate amount to our paypal account at [info@freelancing.hk](mailto:info@freelancing.hk). As transfer comment, please use trust deposit of A. Smith for freelancer B. Miller.
- 3rd Freelancing.hk informs both parties that the money has arrived on our account.
- 4th Once the project is completed, the client informs us and Freelancing.hk transfers the amount to the freelancer.
- 5th In the very rare case that client and freelancer cannot agree, both parties might clarify the payment via arbitration or through the court. Freelancing.hk will then transfer the amount according to the arbitration or court's decision.

There are no fees for using our trusted third party service. No interest is paid on the deposited amount.

## How can I become a licensee of Freelancing.hk?

To expand beyond our current operations, we are constantly looking for motivated, market driven entrepreneurs to operate Freelancing.hk as our licensees. This way, we are currently operating freelance-market in Germany, Austria, Switzerland, Australia, the Czech Republic, Hong Kong and New Zealand.

Please go to [www.freelance-market.com](http://www.freelance-market.com) to find-out how you can become a licensee in your country or industry segment.

## Questions for contractors

### What benefits do freelancers enjoy with Freelancing.hk?

By registering with Freelancing.hk you are empowered to enter into a direct contract with the client without the need of an expensive recruitment agent to broker the introduction. Our clients will come to you by requesting an introduction. The introduction fees are equal to twice the freelancer's rate and on average amount to approximately 1.0% of the total revenue generated by the freelancer. This is a significant saving when compared to the 10-40% fees charged by agencies. The average freelancer:

- Receives 6 introductions to new client per year.
- Of those introductions, 37% lead to an assignment.
- 30% of all assignments leading to follow-up orders.
- The average project duration is 50 person days.

(Calculation based on our regular user survey. Data varies depending on specialisation, experience and reliability of the freelancer.)

## Why do freelancers pay for registration?

- For registration as a freelancer at Freelancing.hk a nominal fee of twice the hourly rate will be charged. Calculation example: A freelancer with an hourly rate of HKD 300.00 will be charged a registration fee of HKD 600.00 + GST.
- The registration fee ensures that only professional freelancers are listed. This way, we limit the number of freelancers, which increases the likelihood of a project for the listed freelancers.
- If you do not get an introduction from us within 12 month, we are happy to refund the registration fee immediately.

P.S. Since we manually edit and optimise each profile, the registration fee is done below cost. Freelancing.hk generates about 90% of its revenues through the introduction fee, which is only charged if we actually introduce the freelancer to an client.

## Will I lose money if I do not get any introductions?

On average a freelancer receives about 6 introductions per year (the frequency depends on the particular profile). In the profiles of each freelancer you can see directly how many times they were introduced.

Even if freelancers are never introduced to an client, they are not subject to a financial risk, because we do not charge any monthly fees (we only charge per introduction).

Also the one-off registration fee should not be a bad investment for our freelancers: If you do not get an introduction from us within 12 month, we are happy to refund the registration fee immediately.

## How can I view, update, pause or delete my Freelancing.hk profile?

- Under [www.freelancing.hk/registration/](http://www.freelancing.hk/registration/) you can log in with your freelancer number and password. You will then be able to review your profile including all of your previous introductions and update your information data. If you forgot your password, you can request a new one there.
- Alternatively, you can send us an email to [info@freelancing.hk.com](mailto:info@freelancing.hk.com) . We will then send you an email containing your profile data. After that you can send us an email containing your update requests.
- To see how your public freelancer profile appears, simply enter your freelancer number in the section named 'Find a freelancer' (top left of the web page).
- If you wish to deactivate your freelancer profile, please send to us an email with the request for deactivation. We then will immediately remove your profile from our listing. N. B.: In many cases it might be better for you to pause your profile. If you decide to de-pause your profile after some time you can do so free of charge.

Please keep us informed of your availability, changed skills and changes of your contact information (important). If you are working and temporarily unavailable then simply 'pause' your entry until you're ready to start looking for your next contract or assignment. The update, suspension or deactivation of your profile is free of charge.



## What should I do, if I am temporarily unavailable?

It is expected that you will not be available from time to time. To ensure that you do not get billed unnecessarily and we don't disappoint our client, it is important that you ask us to pause your profile. This is easily done by sending a brief email to [info@freelancing.hk](mailto:info@freelancing.hk). On receipt, we will 'pause' your profile until such time as you are ready to find your next contract.

## How can I ensure I only get introductions which are relevant to my profile?

Under the heading 'Miscellaneous' in your profile you have the opportunity to make statements concerning the kind of projects that you would undertake. By using this facility, you can ensure that clients have a clear idea of your constraints and the areas of work you are interested in. Some examples of statements under 'Miscellaneous' might be: 'Only projects of at least 3 months duration', 'Up to 20 hours a week only' or 'Will only work in Shanghai or Beijing area'.

## How can I make my freelancer profile more successful?

In addition to the popularity of the service offered and the hourly rate, the content of your freelancer profile has a significant influence on your frequency of introductions. By the following measures, freelancers were able to increase their number of introductions up to tenfold:

- 1) Portrait photo: Freelancers with portrait pictures are requested twice as often. Even an average photo is still better than none.
- 2) Provide references: If your previous customers are willing to provide information about your services, you can enter their contact details in your profile. In your profile, the number of your reference providers are displayed for all to see. The contact details of the reference providers are of course not publicly visible, but are only communicated to the customer in the case of a project introduction.
- 3) Detailed profile information: Provide detailed and specific information on your areas of focus, experience and additional skills. Emphasize your very specific skills. No one would choose a graphic artist specializing in architectural visualization who only writes 'Making beautiful graphics'.
- 4) Work sample: You can add a work sample to your profile to convince customers about your work quality and work style. For example, graphic designers often upload brochures, copywriters present their most demanding texts, coaches present videos of their work and mechanical engineers show their complex design plans.
- 5) Positive customer reviews: Positive and negative feedback from customers is displayed in the freelancer profile. Convince your customers with the highest level of professionalism and invite them to give us feedback.
- 6) A final tip: Please compare your profile with the profiles of particularly frequently introduced freelancers in your category.

To change your profile, please send us an email or log-in via <https://www.freelancing.hk/login>.

## Can one freelancer be listed in several categories?

It is recommended that the freelancer registers according to their main skill. That is if you are a J2EE

developer then register as such. If however you also want to register as a database administrator, then we recommend that you register a second time. The freelancer can register several times, if completely different services are offered (e.g. programming and graphic design). When registering, please write in the "Additional Information" field "Registration of second profile - no registration fee".

## Why must all freelancers profiles be provided with an hourly rate?

The freelancer is required to clearly state the fixed hourly rate they expect for their services. This approach ensures automatic acceptance of the rate by the client removing the necessity for time consuming price negotiations. The transparent nature of Freelancing.hk ensures competitive pricing whilst providing the client with an easy mechanism of comparing freelancer rates.

The hourly rate is therefore binding, i.e. freelancers are committed towards their client by this hourly rate. The hourly rate is specified as a amount and without travel costs / expenses.

If a freelancer has different hourly rates for different tasks, the highest hourly rate must be specified in the profile. Situations where a lower hourly rate is charged can be described in the profile in the 'miscellaneous'-section. E. g.: 20% lower hourly rate for projects over 100 hours. The introduction fee which we charge to you will always be calculated on the basis of the hourly rate that is published in your freelancer profile, independently if you actually charge a different rate to your client.

Other payment models that an client could choose from can also be described in 'miscellaneous'-section. E. g.: Alternatively, the payment can be based on a 10% sales commission.

## Should I put my picture on my profile?

It's your choice whether you submit a picture for display on your profile. It is our view that a picture improves your chances of an introduction as the client has a better first impression of you.

When you register as a freelancer you will be asked if you wish to upload your picture. Freelancers who are already registered can send us their picture by email and we will update their profile on their behalf.

## How does the free-of-charge Internet page for freelancers work?

[www.freelancing.hk/website/john-example](http://www.freelancing.hk/website/john-example) shows an example of a free-of-charge Internet page, which Freelancing.hk can create additionally to your freelancer profile. As this page does not contain obvious hints towards Freelancing.hk, so you can use it for your own marketing purposes (if you do not have your own Internet site).

P. S.: Please let us know if you do not want your own Internet page and we will switch it off immediately.

## How do I create a guest post for the Freelancing.hk-News?

Registered freelancers are welcome to submit a guest post for our monthly Freelancing.hk-Newsletter, in order to inform the customer about their service. To be successful, we recommend the following:

- Focus on topics which are interesting and relevant for our readers. You can, for example, give



valuable tips from your special field, write about a very unusual assignment, or you show how you could solve a special challenge in an elegant way.

- Pure self-presentations of your skills do not fit into a newsletter. Such things can be read already in your Freelancing.hk profile.
- The article should not be longer than 20 sentences.
- For your reference have a look at previous articles submitted by our freelancers at [www.freelancing.hk/news](http://www.freelancing.hk/news).
- Please send your article to [info@freelancing.hk](mailto:info@freelancing.hk). We will publish it free of charge in our email newsletter and at [www.freelancing.hk/news](http://www.freelancing.hk/news).

## Which companies use our freelancers?

The freelancers are requested from companies of all sizes - from a one person business to large corporates. Examples of companies using the services of the Freelancing.hk-group are:

ABB, AEG Power Solutions, Allianz, American Apparel, American Express, AXA, Bosch, Dassault Systemes, Denso Automotive, DuPont, Fresenius, Fujitsu, IDG Media, Kone, LCC Telecom, Mann+Hummel, McDonald's, MTU, NTT, Philip Morris, Renault, Siemens, Toyota, Volkswagen, Zeiss.

## Which freelancers receive most introductions?

An average freelancer receives 6 introductions per year. Freelancers who take the time to ensure a clear and accurate profile and who have priced themselves aggressively in the market however, can receive an introduction a week.

## What can freelancers do to improve their introduction rate?

The average Freelancing.hk freelancer receives approximately six introductions per year. The introduction frequency depends on various factors such as qualification, expressiveness and clarity of the profile, hourly rate and the services offered. While some freelancers are introduced once a week, there are others who are requested less than once a year.

To get the right number of relevant introductions for you, we have the following 7 tips:

1st Improve the distinctiveness of your freelancer profile. Please look closely at your profile and compare it with the profiles of other freelancers in your area:

- Emphasise your specific skills and experiences.
- Distinguish yourself from the offerings of other freelancers.
- Don't use acronyms and terminology that is only understood by experts - many clients are from outside the industry.
- State your capabilities in a clear and neutral way, avoid phrases that are unclear and sound like selling propositions.

2nd Be more specific if you want to receive fewer introductions. Present your skills more broadly to be introduced more often.

3rd Limit your profile in order to receive more relevant introductions. For example, 'Miscellaneous: Only

projects that exceed 20 hours'. Expand your profile (for example, your work locations) to be introduced more often.

4th If you have several different skills, you can register with a second profile in Freelancing.hk, for example, as translator and as financial expert.

5th Increase or reduce your hourly rate. A reduction of 20% typically results in twice as many requests.

6th If you are currently not available for work, it is important that you temporarily 'pause' your profile.

7th You can write an article for the monthly Freelancing.hk newsletter to promote your special service.

All profile changes are of course free of charge. Just send an email to [info@freelancing.hk](mailto:info@freelancing.hk).

## Are all client introductions genuine?

Despite our best efforts to filter our clients' requests, we cannot always prevent unprofessional clients from using Freelancing.hk. Should you experience an introduction to an unprofessional client, we ask you to inform us. According to our latest survey, 87% of our freelancers were satisfied with the introductions they received. Only through your feedback, we are able to monitor the calibre of our requesting clients.

## How does Freelancing.hk find jobs for the registered freelancers?

Freelancing.hk puts a large amount of effort into finding potential clients for our freelancers. By the following measures, we manage to attract several thousand interested visitors a day to our Internet marketplace:

- Cooperation agreements with industry associations and professional organisations.
- PR towards the business press and trade journals.
- Communication in Internet portals and web communities, such as Facebook and Wikipedia.
- Direct communication with decision makers in HR and procurement departments.
- Advertising in print media and on the Internet, such as Chamber of Commerce Magazine, Google and Yahoo.
- Listings in Internet search engines (many top positions in Google).
- Monthly Freelancing.hk-Newsletter (over ten thousand subscribers).
- Links from several thousand other portals and web pages.
- Presence at trade fairs and conferences.
- Care and support for our customers (a large portion of our new customers come from personal recommendations).

## Why does Freelancing.hk charge freelancers a flat-rate introduction fee instead of sales commissions?

A flat-rate introduction fee is far cheaper for the freelancer. The fee charged by Freelancing.hk represents only 1.0% of the total income generated from the introduction. This is much less than the 10-40% ongoing sales commission charged by the agent for the entire duration of the project (including extensions).

The flat-rate fee per introduction approach has some clear advantages:

- There is no need for ongoing reporting in order to calculate this month's invoice.

- The freelancer's sales expenses in finding the next contract remain low. According to our user surveys, 37% of all introductions lead to an assignment\* (i.e. on average, an investment of approximately 5 hourly rates is required per new customer).
- The relationship with the client is yours to develop with no further charges for any subsequent assignments resulting from the relationship (new regular customer).
- Accurate & realistic freelancer profiles. As the freelancer pays the introduction fee, they are motivated to ensure that the information provided in the profile is accurate and realistic. Profiles that are overstated or inaccurate would result in the freelancer paying unnecessary introduction fees.

\*: Average conversion rate. Our most professional freelancers get up to 80%.

## Why do freelancers have to pay for introductions that do not result in work?

The fee charged by Freelancing.hk is for the provision of a qualified introduction to an client who is looking for a freelancer with your skills. It is up to you, the freelancer, to make the most of that introduction. The most successful freelancers have been able to clearly articulate what they do best in their profile and have offered their services at a competitive and realistic rate.

Historic analysis has found that, on average, 37% of all the introductions result in active assignments\*. This approach offers the freelancer a much higher level of success than other acquisition approaches such as going through agencies, direct tenders or self-acquisition. Nevertheless, 63% of all introductions do not result in an assignment. Our research however indicates, on average, a freelancer requires 2.7 introductions to secure a new assignment. This means, on average, freelancers will pay fees equal to 5 times their hourly rates in order to secure their next assignment.

The introduction of professional freelancers to clients has proven to be a very efficient approach which:

- Offers professional freelancers an effective marketing medium that directly helps the freelancer find work.
- The client and freelancer form a direct relationship and therefore do not have to constantly keep us informed.
- There is no incentive to be dishonest or to conceal projects.
- The freelancer with a clear and realistic profile, as well as a competitive hourly rate, is rewarded as they have a higher conversion rate from introduction to assignment. As a consequence, they proportionately pay over overall fees per assignment.
- The introduction fee is only twice the hourly rate, which on average, is equal to only 1 % of the total revenue generated from the assignment. This is far more cost effective than comparable commission based fee schemes.

\*: Average conversion rate. Our most professional freelancers get up to 80%.

## What is happening if I am introduced to an client that has no intention to proceed?

Freelancing.hk makes a serious effort to ensure all introductions are to genuine clients only and review each request for legitimacy and relevance. We also limit our introductions to no more than one freelancer per project thereby ensuring that the client selects the most appropriate candidates for the

task. If however, you are introduced to an client without a real project need then you will not be required to pay the introduction fee.

A non-genuine request might consist of one of the following situations:

- a) Despite several attempts the client could not be reached.
- b) The client requested an introduction even though there was no real need or intent to appoint a freelancer at that time. For example this would be the case if the client never had a real budget for the project.
- c) The client is not an 'end customer' but a project broker.
- d) The requirements of the client differ significantly from your Freelancing.hk profile.

If one of those circumstances exists, you must inform us within 14 days. The introduction fee will then be cancelled, and we might bar the client from further activity via Freelancing.hk.

### **Must freelancers also pay for follow-up projects?**

There are no sales commissions. Besides the unique introduction fee of twice the hourly rates there will be no additional costs.

You do not need to report your revenues and repeat business. Not even in case of project extensions, follow-up projects, long-term projects or moving into permanent employment.