

RuntimeRec Referral Engagement Documented After Communication Breakdown

A timeline documents a referral discussion, candidate hire, invoice issuance, and subsequent cessation of communication.

Melbourne, Australia Jan 2, 2026 ([Issuewire.com](https://www.issuewire.com)) - A recruitment-related referral engagement involving RuntimeRec and its founder, Lance Harvie has been documented following a breakdown in communication after a candidate introduction in mid-2025.

According to documentation provided by business consultancy **B2B Growth Systems**, the engagement involved a referral introduction made by James Carby-Robinson to Lance Harvie during discussions about sales and recruitment support.

The sequence of events is documented as follows:

Timeline of Events

Mid-2025

Lance Harvie contacted James Carby-Robinson of B2B Growth Systems to discuss assistance with sales and hiring activity.

During these discussions

The introduction of a suitable sales development representative was discussed, along with the application of a referral fee should the engagement progress.

July 2025

James Carby-Robinson introduced sales professional Gareth Sampson to RuntimeRec. Sampson engaged in discussions with the company and subsequently entered a trial arrangement.

Following the trial engagement

Gareth Sampson continued working with RuntimeRec beyond the trial period. During this time, Lance Harvie sent James Carby-Robinson a recorded voice message outlining his intention to proceed with hiring Gareth Sampson and to apply the referral fee structure discussed.

August 26, 2025

An invoice was issued referencing the referral interaction following the trial engagement.

Shortly thereafter

Communication between the parties ceased. James Carby-Robinson was blocked across all previously used communication platforms.

Follow-up attempts were made, but no written clarification, response, or resolution addressing the referral interaction was received.

"My intention is to document the sequence of events surrounding this referral interaction so others can understand the context," said Carby-Robinson.

B2B Growth Systems confirms that records relating to the engagement have been retained, including:

- Recorded voice messages discussing the referral interaction and compensation discussion
- Message exchanges relating to the candidate introduction and timeline
- Documentation showing the timing of billing correspondence and subsequent outreach

RuntimeRec did not provide additional comments prior to publication.

Industry Context

Referral discussions are a common feature of recruitment and professional services. Industry observers note that clarity around expectations, communication, and follow-up is particularly important in informal or non-contracted referral scenarios, especially in remote or cross-border engagements.

No determination of liability has been made by any authority. The information presented reflects a documented sequence of events as recorded by the parties involved.

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Source : B2B Growth Systems

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