

# REGULATIONS OF THE REFERRAL PROGRAM AT BLUESTONE PIM

## I General rules

1. The candidate's recommendation is effective and begins when the program participant provides the name, surname and contact details of the recommended candidate via the form available on [talent.bluestonepim.com](http://talent.bluestonepim.com)
2. Candidate applications remain valid for 12 months from the date the application is received by Bluestone PIM.
3. The employment of a recommended candidate depends on a positively completed recruitment process at Bluestone PIM.
4. The candidate must still be employed after three months and not be on a notice period.

## II Remuneration

1. In case the recommended candidate passes the probationary period at Bluestone PIM, the program participant is entitled to a gross award of USD 2,500, paid on the following terms:
2. The remuneration will be paid in one installment by the 10th day of the month following the hired candidate's third full month of employment, provided the candidate is not on a termination period.
3. The remuneration will be paid on the above dates to the bank account number provided by the program participant.
4. The participant is solely responsible for reporting and paying taxes in the country in which he/she is a resident and liable to pay taxes. Under no circumstances will the Company be responsible if the Participant fails to report or incorrectly reports the Compensation to the appropriate authorities.

## III Exclusions from the referral program

1. The program of referrals excludes the candidate recommended by the program participant who:
  - 1) is a former Bluestone PIM employee,
  - 2) has been employed after 12 months from the date of his recommendation,
  - 3) has applied to Bluestone PIM during the last 6 months.
2. In the above cases, the program participant is not entitled to the remuneration indicated in point II of the Regulations.
3. If two or more participants recommend the same candidate, only the first referrer will receive remuneration.

## IV Additional information

1. The Regulations enter into force on March 1, 2022, and are valid until canceled or the referral program ends.
2. Bluestone PIM has the right to terminate the referral program at any time.

The terms and conditions contained in the Regulations may be modified or revoked by Bluestone PIM at any time and for any reason.