

The Referral Program Terms and Conditions

The Referral Program offered by ITCraftship Sp. z o.o. Domaniewska 37/243 02-672 Warsaw, Poland (“ITCraftship”, “We”, “Us”), has been created to reward you for doing what you would already do – recommending us to friends, colleagues and past co-workers who are well suited for any of our open job positions. It was also created to reward your friends and family for listening to your great advice in referring us – by offering them a reward for working as an ITCraftship developer.

The following Referral Program Terms and Conditions contain important information about our program, so please read them carefully. These Program Terms and Conditions are a binding agreement between you and ITCraftship and will govern your participation in any and all Program offers. By participating in the Program, you agree to the Site Terms and Conditions and the Site Privacy Policy. You are not authorized to participate in the Program if you do not agree to these Program Terms and Conditions in their entirety.

Qualified Referrals

A Qualified Referral occurs when:

- i. The person you referred signs up and includes your name in their application form.
- ii. Once the referred person signs an agreement with our client and fills the job opening, you’ll get 30% of \$1000*.
- iii. If the person you referred continues to be hired by the client after a 3-month working period, you’ll receive the remaining 70% of \$1000*.

The money will be wired to your bank account.

*This is gross value, we will deduct taxes if applicable.

How do I refer to?

Tell your friend to enter your name in our application form while applying. When someone puts your name in the application form, you’ll automatically be listed as their referring member.

How many times can I refer?

There is no limit on how many people someone can refer, or how much you can earn. However, you can’t receive a reward for referring the same person twice or referring a person who applied recently by themselves.

What will NOT be considered a valid referral eligible for referral payment?

1. When you refer people who previously referred you.
2. When you refer yourself or refer people you have referred previously and use different email addresses to try to circumvent fraud detection.
3. When you refer to a new client or location that is part of the same business.
4. When a referral of yours does not land a contract with our client.
5. When the referred person has participated in any of our recruitment processes during the last 3 months.

ITCraftship reserves the right to refuse any referral payout based on findings of its own investigations into suspected fraudulent activity.