

## Referral Programme Terms & Conditions

We appreciate your interest in our Referral Programme. Before you start, please take a moment to review and understand the terms and conditions outlined below:

1. These Terms constitute the entire agreement between the parties. In the event of conflict between the marketing materials and these terms, these terms shall prevail.
2. Referrals must be made in writing via the Solas IT Referral page of our website before registration of the referred candidate or referred company.
3. The referred candidate or company must not be already known to Solas IT at the time of the referral.
4. **Permanent Position Referrals:** Referrers are entitled to a One4All Voucher (valued between €200 to €500) when the referred candidate completes at least 12 weeks in a new permanent role.
5. **Contractor Position Referrals:** Referrers are entitled to a One4All Voucher (valued between €200 to €500) when the referred candidate completes at least 12 weeks on a contract assignment through Solas IT.
6. **Company/Client Referrals:** The referrer will be entitled to receive a referral reward after a placement has been made within the referred company. The reward is payable once the placed candidate has completed at least 12 weeks work. The reward value varies based on the number and types of roles filled e.g. permanent or contract.
7. **Bonus Reward:** If a referrer makes five referrals that meet the eligibility criteria within six consecutive months, they shall receive an additional reward of a €500 One4All Voucher.
8. To qualify for the referral reward, Solas IT must make a placement within 12 months of the candidate or company being referred.
9. While there are no limits to the number of referrals an individual can make, only one reward will be issued per successful referral.
10. No monetary alternative is available.
11. Referrers are responsible for contacting Solas IT to claim their referral reward.
12. Solas IT operate an ethical referral scheme. It is the referrer's responsibility ensure that the referral does not breach any duty they (or any third party) may owe to any other organisation.
13. Referrals must be submitted to Solas IT before the referred candidate's registration. Referrals made at a later stage will not be accepted.
14. You must obtain the referred person's permission before submitting their details to Solas IT.
15. Solas IT accept no responsibility for vouchers not successfully received due to technical issues.
16. Solas IT has no liability for lost or stolen e-vouchers once received by the referrer.
17. Solas IT reserves the right to terminate, modify, or suspend the referral programme at any time without prior notice.
18. Eligibility for this offer is at Solas IT's discretion and our decision is final.
19. By participating in Solas IT's Referral Programme, referrers acknowledge and agree to these terms and conditions.