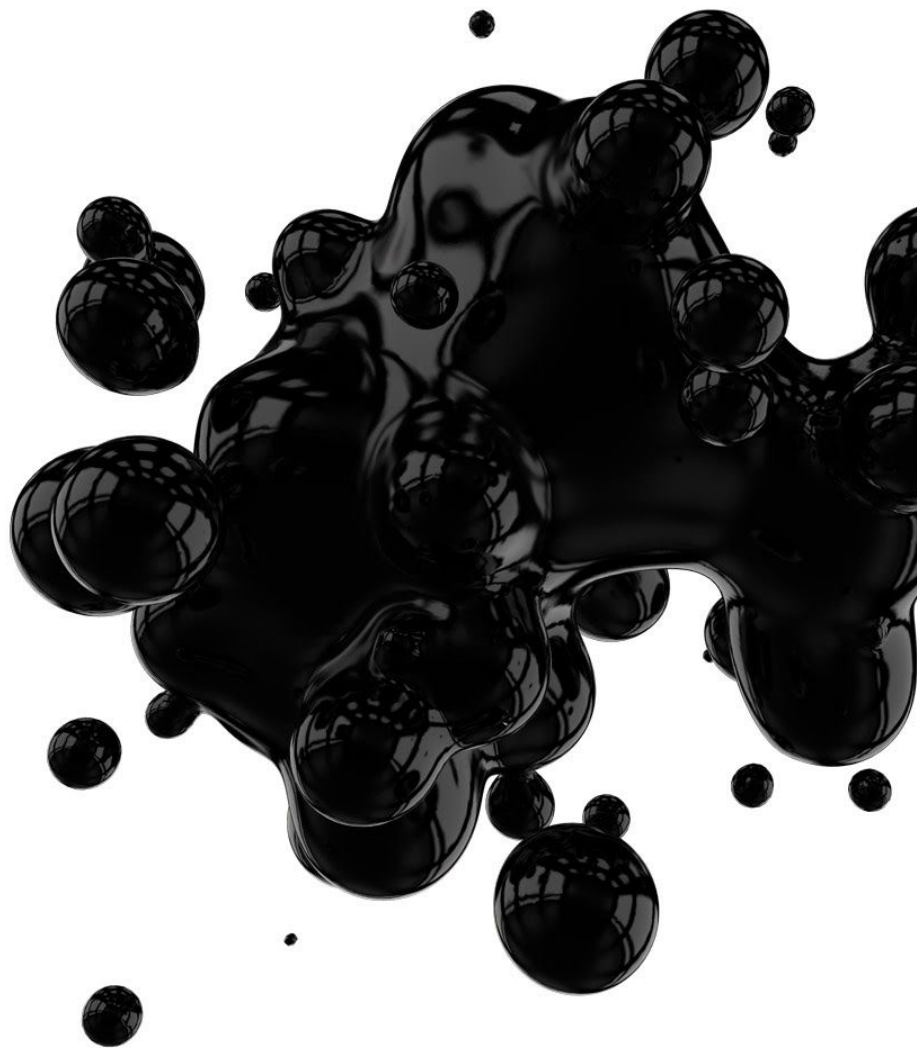


RELEVANT

Referral program



April 2019

Referral is the information you provide to a recruiter about a candidate (candidate up to date CV). Candidate should meet the vacancy requirements, has to be eager to be interviewed for this position and to provide services as a contractor to Relevant Software. Referral should be provided only for active vacancies which are pointed “HOT”. Reference is valid – 2 month.

Referral should be sent to vacancy@relevant.software

Email should consist of:

- the name of the vacancy you want to refer the person for in the email subject field;
- the CV of the candidate (or a link to a LinkedIn profile with contact details);
- the candidate’s name, surname, patronymic;
- salary expectations, if known.

Candidate has to be informed about the referral and willing to cooperate with Relevant Software.

You will receive a bonus in case:

- your referral meets requirements and the recruiting process is successful;
- a suggested candidate is hired and has successfully passed the 3-month probation period (his manager is satisfied with the candidate’s performance).

The amount of the bonus depends on the candidate’s level, that is conducted during the technical interview.

Who can refer a candidate:

- anyone (employees, ex-employees, non-employees);
- anyone can submit an unlimited number of referrals.

When reference is NOT accepted:

- when a candidate refers himself;
- if the candidate was contacted by a recruiter or referred by someone else during the previous 2 months.

Position Level Bonus*

Position	Level	Bonus
Software Engineer	Middle/Senior	\$400/\$800
Test Engineer	Middle/Senior	\$400/\$800
Test Lead	All Levels	\$800
Technical Lead	All Levels	\$1000
Architect	All Levels	\$1000
Project Manager	Middle/Senior	\$400/\$800
Business Analyst	Middle/Senior	\$400/\$800
UX Designer	Middle/Senior	\$400/\$800

*Bonus is paid in Ukrainian Hryvnia at the official National Bank of Ukraine exchange rate on the day of payment by bank wire transfer.