

Referral Program Terms And Conditions

Do you know someone who would be a great fit for the BlueGrid.io team?

If you know an experienced professional who matches one of our open positions, you can earn a **100,000 RSD net** reward amount if your referral leads to a successful hire and the person stays with us **for at least 6 months**.

Reward amount 100,000 RSD net, paid in a single installment after the referred person:

- completes the full selection process,
- gets hired,
- and remains employed at the company for at least **6 months**.

Eligibility criteria:

- Referrer must not be an employee of the company or partner companies;
- Referrer must not be a recruiter or agency unless otherwise agreed;
- The referral must be submitted **before** the candidate independently applies for an open position;
- Referrals must be submitted **exclusively** through the official external referral form available on our website;
- The referred person must be **informed** of being referred through the program;
- If the candidate is **already in the selection process** or **has previously been in the selection process** with us, the referral will not be considered valid;
- The reward is paid **only once per referral** (first-come, first-credited);

- You will receive a **separate reward amount** for each referred candidate who is hired and meets the program conditions;
- The reward amount is **fixed and non-negotiable**;
- Referrals are valid for **12 months** from the date of submission (If the candidate is hired after that period, the reward does not apply);
- The reward is **per successful hire**, not per referral;
- The reward amount is paid out **after the candidate has remained employed** with the company for a minimum of 6 months.

What happens after you submit the form?

After you submit the referral form:

- You'll receive a confirmation email that your referral has been successfully submitted.
- Our Hiring team will review the submission, and if the candidate is a good fit for one of our open positions included in the referral program, we'll contact them and let you know that the process has started;
- As the referrer, you will be notified about key updates regarding the status of your referral (e.g., when we contact the candidate and if they are hired or not);
- If the person is hired and stays with us for at least 6 months, we will reach out to arrange the reward payment.

If you have any questions about the program, feel free to reach out at
careers@bluegrid.io

Thank you for supporting the growth of the BlueGrid.io team!