

## OJ Digital New Client Referral Scheme Terms and Conditions

### Eligibility

- 1.1. The referral scheme is open to all individuals, excluding employees or partners of OJ Digital.
- 1.2. Referrals must be made prior to any direct contact between the referred business and OJ Digital.

### Referral Fees

- 2.1. A referral fee of £300 will be paid for any role filled with a salary up to £35,000 per annum.
- 2.2. A referral fee of £500 will be paid for any role filled with a salary over £35,000 per annum.

### Payment Terms

- 3.1. Referral fees are only payable after the successful candidate has completed the full rebate period, as defined by the terms agreed with the client.
- 3.2. Referral fees are paid for the first hire only with the new client referred through the scheme. Subsequent hires from the same client are not eligible for further referral fees.

### Conditions of Payment

- 4.1. Payment will be made within 30 days after the successful completion of the rebate period.
- 4.2. The referrer must provide appropriate invoicing details to facilitate payment.
- 4.3. In the event the successful candidate leaves or is terminated during the rebate period, no referral fee will be paid.

### General Terms

- 5.1. OJ Digital reserves the right to amend or terminate the referral scheme at any time without prior notice.
- 5.2. Referrals made after the termination or amendment of the scheme will not be eligible for a referral fee.

By participating in the referral scheme, you acknowledge and accept these terms and conditions.

