Regional Referral Policy

- Employees up to the level of Assistant Manager (including this level) are eligible to participate in the Refer-A-Friend program and receive referral bonuses.
- Only active TP employees are eligible to participate in the referral program.
- Referrals are only considered for customer expert/agent/representative positions within Ops.
- Any attempts to misrepresent or manipulate referrals through unauthorized methods, such as creating false websites, fake agencies, fictitious accounts, or posting job ads on job sites/job portals, are strictly prohibited.
- A candidate's hire may be rewarded with a referral bonus only once, regardless of how many times the candidate is subsequently hired, rehired, or placed within the company.
- Both persons (referred and referrer) must be active TP employees on the eligibility dates (i.e., 90 consecutive days after the hiring date of the referral) for the referral bonus to be delivered.
- Referrals should not have applied or previously been referred to the company within the last 6 months through any source. Duplicate CVs are not registered in our database and cannot be considered as referrals. Manipulation or deliberate alteration of a candidate's contact details to bypass the system's duplicate check constitutes fraud and is strictly prohibited.
- Referrals will remain registered under your BMS ID for 6 months. If no hire takes place within this period and your referred friend remains available and interested, feel free to repeat the process.
- Please note that the bonus amount is determined by the hire date of the referred employee. This means that the bonus amount you will receive is the one active during the hiring month.
- The time period during which the personal information of referred candidates remains visible in our system and can be processed is 1 year.
- Referrals of former TP Greece employees who left the company within the last 6 months are considered re-hires, not referrals. In such cases, the employee cannot receive a referral bonus, even if a confirmation email has been received.
- Active TP employees and candidates already in process cannot be registered as referrals. Even if their CVs are registered in the platform, in case of a hire, no bonus will be delivered.
- You will be eligible for a RAF bonus as long as your hired friends are employed by TP Greece and are relocated to (or living in) Greece.

- Make sure that the person you refer is fully aware that they are being referred by you. You must have the consent of the person you refer. Please carefully read our disclaimer.
- Upon breaching any of the above terms, our company reserves the right to take actions as seen fit. This measure ensures that all referrals are genuine and contribute positively to our community.

Regional Referral Disclaimer

By submitting a referral CV you are agreeing to the below terms:

- You declare that the person you refer is **fully aware** that he/she is being referred by you. Make sure that you have the consent of the person you refer.
- You declare that under no circumstance you have ever contacted the person you refer presenting yourself as a TP Recruiter or HR employee.
- You declare that you fully acknowledge all information you provide.
- You declare that you provide your unambiguous consent to TP for the processing of personal data in accordance with the below terms and conditions. Our Company, as Data Controller, is committed to protecting your personal data and to being transparent about the information it collects about you and how it processes it. Furthermore, we will ensure that the information you submit is only used for Recruitment purposes.
- You provide your friend's personal details including but not limited to name, contact details, email address, and Curriculum Vitae (CV), which we will use and process in order to:
    1. Process the application on a general basis or for a specific job
    2. Match CV details with job vacancies within our Company
    3. Improve our recruitment processes and activities administration
    4. Make informed decisions on your recruitment
- You consent to our Company **Data Privacy Notice**
- Breaching any of the above terms, our company reserves the right to take actions as seen fit.