

GoodData Referral Program

GoodData s.r.o., as the announcer (“**GoodData**”), is constantly looking for new employees, and prefers to recruit persons recommended by its employees or the professional public. Therefore, GoodData is announcing a reward for anyone who recommends a good employee (“**Candidate**”) under the specific terms and conditions set forth herein.

GoodData undertakes that each individual (“**Recipient**”) who:

a. is neither:

- a person who carries out business in human resources, nor
- a recruiting agency (“**Agency**”), or a person cooperating with an Agency in any other capacity, nor
- an employee of GoodData explicitly excluded from the GoodData Referral Program:
 - GoodData executive at VP and C level;
 - GoodData recruiter, HR Director or other HR employee participating directly in recruitment processes in GoodData; nor
 - a potential direct manager/supervisor of the Candidate;

b. and recommends to GoodData a Candidate:

- for a concrete open position located in the Czech Republic (Prague/Brno);
- who is not already in GoodData’s applicant database, and is not active in the recruitment process – in which case the Recipient will be informed by GoodData;
- with whom GoodData concludes an employment contract that establishes employment between GoodData and the Candidate (GoodData hereby explicitly excludes individual contractors or employees working outside of employment relationship, such as DPP/DPČ interns);

- who confirms that he/she was recommended to GoodData by the Recipient, and
- whose employment with GoodData is not terminated during the trial period;

will be paid a **reward of CZK 60,000** by GoodData for each full time Candidate.

If the Candidate is hired in a capacity other than full-time engagement, the reward is prorated accordingly. If the Candidate transfers from part-time and/or any relationship outside of employment relationship (so-called DPP/DPCĚ or as an individual contractor) to full-time engagement, the Recipient is not entitled to any additional reward.

A person will be considered to be a Candidate recommended by the Recipient if the Recipient sends the Candidate's CV and contact details to the email address recruiting@gooddata.com. As it's very important for GoodData to respond promptly and avoid any inconveniences, GoodData cannot accept any other method of recommendation. Sending resumes and information directly to recruiting@gooddata.com ensures that the entire GoodData recruiting team receives the referral and can take care of the Candidate. When submitting the resume, please provide as much supporting information about why GoodData should hire the Candidate as possible.

The Recipient becomes entitled to the reward after the Candidate's trial period passes. GoodData will issue a protocol confirming the reward payout. Reward payment is based on the Recipient signing the protocol. It is payable within thirty (30) days from the date of the protocol signature by bank transfer to the account specified in the protocol. Please note that the reward is subject to the applicable taxes. The Recipient receiving the reward is solely responsible for any tax obligations related thereto (such as tax return, etc.).

One Recipient may recommend more than one Candidate. If one Candidate is recommended by more than one Recipient for the same open position, the reward will be provided to the Recipient who recommended the Candidate first for that specific open position.

The current list of open positions is available on the GoodData [Current Job Openings page](#).

This Referral Program is effective from its publication and remains in effect as long as it is published on the website www.gooddata.com. GoodData reserves the right to modify or revoke this Referral Program and its terms at any time and at its sole discretion by removing this Referral Program from the website www.gooddata.com.