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PUBLIC PROMISE

The Announcer, as a successful IT company, constantly looks for new people to join it. We are happy to reward any individual who recommends us a good employee, provided that the following conditions have been met.

The Announcer undertakes that each individual (hereinafter the "Recipient") who:

- I. is neither:
 - a person carrying on business in human resources, nor
 - recruiting agency (hereinafter referred to as an "Agency"), or a person cooperating with an Agency in any other manner, nor
 - an employee of the Announcer who is explicitly excluded from Announcer's Public Referral Program as set forth in the Announcer's internal regulations

- II. will recommend to the Announcer a person to a concrete full-time open position with location in the Czech Republic with whom the Announcer concludes an employment contract establishing employment between the Announcer and the person; and:
 - the person confirms that he/she was recommended to the Announcer by the Recipient, and
 - his/her employment with the Announcer will not be terminated during the probation period (hereinafter referred to as the "Recommended Employee")

will be paid by the Announcer a reward of CZK 40,000 for each Recommended Employee in any role.

Any person will be considered to be Recommended Employee by the Recipient if the Recipient sends the Recommended Employee's CV and contact details to the Announcer's email address recruiting@gooddata.com and the Recommended Employee is not already in the Announcer's applicant database, of which he/she will be informed by the Announcer.

The Recipient will become entitled to the reward after the Recommended Employee's probationary period passes. When invited to do so by the Announcer, the Recipient will sign a report on fulfilment of the public promise conditions. The reward will be paid by bank transfer to the account specified in such a report.

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

This Public Promise is only applicable to the open positions located in Czech Republic (Prague/Brno). This public promise is not applicable to any part-time open positions.

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