

## **BFSI connect**

### **Referral Program – Terms & Conditions**

#### **1. Objective**

1.1 The Refer & Earn Program (“Program”) is established to reward individuals (“Referrer”) who refer suitable job seekers (“Prospects”) for employment opportunities available through BFSI connect Placement Private Limited (“BFSI connect”).

1.2 The Program aims to promote ethical referrals while ensuring transparency and fairness in the recruitment process.

#### **2. Referral Process**

2.1 The Referrer shall browse referral-eligible openings listed under “Live Jobs” on [www.bfsiconnect.com](http://www.bfsiconnect.com).

2.2 The Referrer shall share suitable job openings with relevant Prospects.

2.3 When entering a Prospect’s mobile number, if the Prospect already exists in BFSI connect’s database, the system shall display a pop-up indicating ineligibility for referral benefits.

2.4 The Prospect must sign up strictly through the designated link shared by the Referrer and complete their profile registration. Only upon successful registration through such designated referral link shall the Prospect be considered a valid referred candidate. In the event the Prospect applies or registers independently, without using the Referrer’s designated link, such Prospect shall be treated as an independent applicant and shall not qualify as a referred candidate under this Program.

2.5 BFSI connect shall evaluate Prospect applications and forward them to clients if deemed eligible.

2.6 Clients shall conduct interviews and, at their sole discretion, may issue employment offers.

2.7 The Prospect must join the client organization for the referral to be considered valid.

2.8 The Referrer shall become eligible for the referral incentive only after the Prospect completes ninety (90) days of continuous employment with the client (excluding notice period, if served within these 90 days).

2.9 Upon successful completion of the 90-day period, BFSI connect shall disburse the referral incentive to the Referrer’s verified bank account.

#### **3. Eligibility Conditions**

3.1 Prospects already existing in BFSI connect’s database prior to referral submission shall be ineligible under this Program.

3.2 Only job openings explicitly marked as “Referral Eligible” on the website or mobile application shall qualify for referral incentives. Referral incentives shall not be applicable to all jobs listed on the website.

3.3 The Referrer may submit an unlimited number of referrals; however, eligibility shall be determined strictly in accordance with this Policy.

3.4 Referral eligibility is system-dependent and determined solely based on BFSI connect's internal database records.

#### **4. Candidate Ownership**

4.1 A Prospect referred by the Referrer shall remain tagged under the Referrer's ownership for a period of one hundred eighty (180) days from the date of the first valid referral submission.

4.2 The Referrer shall be entitled to receive referral incentive only if the Prospect is hired for a position that is explicitly marked as "Referral Eligible" and the Prospect completes the conditions specified under this Policy. No incentive shall be payable for placements made under non-referral-eligible job postings.

#### **5. Referral Incentive Structure**

##### **5.1 Fixed CTC up to INR 5,00,000 (Annual)**

The Referrer shall receive a referral incentive of INR 5,000 after the Prospect completes 90 days of employment.

##### **5.2 Fixed CTC above INR 5,00,000 (Annual)**

The Referrer shall receive INR 5,000 plus a pro-rata incentive calculated as INR 1,000 for every additional INR 1,00,000 of Fixed CTC, proportionate to the actual Fixed CTC.

##### **5.3 Illustrations**

- Example 1: Prospect CTC = INR 5.48 LPA → Incentive = INR 5,000 + 480 = INR 5,480
- Example 2: Prospect CTC = INR 3.50 LPA → Incentive = INR 5,000
- Example 3: Prospect CTC = INR 20,00,000 → Incentive = INR 20,000

##### **5.4 Final Incentive Applicability**

5.4.1 The referral incentive payable shall always correspond to the actual Fixed CTC offered by the client and reflected in the approved calculation as illustrated above.

5.4.2 The amount shown on job postings may be indicative; however, the final incentive shall be calculated strictly as per Clause 5.1–5.3.

5.4.3 No additional incentive shall be payable on variable pay components, bonuses, allowances, location-based adjustments, or designation changes.

#### **6. Tracking Mechanism**

6.1 The Referrer may track the status of referred Prospects through BFSI connect's website or mobile application.

6.2 Status updates displayed on the platform shall be treated as final and system-generated.

#### **7. Important Disclosures**

7.1 This Program provides an incentive for referrals only and does not create any employment, partnership, agency, or contractual association between the Referrer and BFSI connect.

7.2 BFSI connect is a recruitment service provider and sources candidates exclusively for its clients.

7.3 BFSI connect does not guarantee employment to any Prospect or Referrer.

7.4 BFSI connect does not charge any fee, commission, or monetary consideration from Prospects, candidates, or Referrers under this Program.

7.5 BFSI connect is not the employer of any Prospect; all hiring decisions rest solely with the client organizations.

7.6 Referrers are strictly prohibited from using BFSI connect's name, logo, trademarks, branding, or any intellectual property for any unauthorized promotional, communication, or referral purposes.

## **8. Fraud, Misconduct & Disqualification**

8.1 BFSI connect reserves the right to disqualify any Referrer or Prospect for:

- Submission of falsified or misleading information;
- Unethical or manipulative practices;
- Attempts to misuse the Program for undue benefit;
- Unauthorized sharing or misuse of confidential data or intellectual property;
- Any conduct that may harm BFSI connect's reputation.

8.2 BFSI connect may pursue legal action in cases involving fraud, misrepresentation, or deliberate misuse.

## **9. Program Modification & Final Authority**

9.1 BFSI connect reserves the right to modify, suspend, withdraw, or terminate the Program at any time without prior notice.

9.2 In case of any dispute, conflict, or ambiguity, the decision of BFSI connect Placement Private Limited shall be final and binding on all participants.

**In case of any dispute or clarification regarding the referral program, the Referrer may reach out to BFSI connect at**

**Call:** 840 1600 840 or

**E-mail** at: [partnerwithus@bfsiconnect.com](mailto:partnerwithus@bfsiconnect.com)