

PARTICIPATION REQUIREMENTS

Any employee of GECO Deutschland GmbH may participate. Only individuals who are not, or have not been in the past, in an employment relationship with GECO at the time of the recommendation may be recommended. Furthermore, the recommended candidate must not already be registered as an applicant with GECO. Your name and that of the recommended candidate must be known to GECO prior to the conclusion of an employment contract. Recourse to legal action is excluded.

PAYOUT REQUIREMENTS

For each successful recommendation you will receive a maximum gross bonus of **€ 1.000,-**, if

- the person recommended is a new candidate. New recommended candidates are persons who are not and/or have not previously been in an employment relationship with GECO, have not applied to GECO independently of your recommendation, and/or are not registered in GECO's database.
- a placement is made within 12 months of recommendation.
- You are in an employment relationship with GECO or still registered in GECO's database at the time of payment. As an active employee of GECO, the special bonus is paid out with your salary. As a former employee, we will transfer the bonus to the bank account you have designated. Please note that the premium is taxable.
- in the case of multiple recommendations, you were the first to propose the new employee; the date of receipt of the recommendation applies.
- GECO was aware of your name and that of the recommended candidate prior to concluding the recommended candidate's employment agreement.

You will receive a gross bonus of up to € 250,- if the candidate you recommend has been employed by GECO Deutschland GmbH for three months after concluding the contract.

You will receive the same amount if the candidate you recommend has been employed by GECO Deutschland GmbH for a total of six months.

You will receive another gross bonus of up to € 500,- if the candidate you recommend has been employed by GECO Deutschland GmbH more than twelve months after concluding the contract.

CONSENT OF THE RECOMMENDED CANDIDATE

You must have the consent of the recommended candidate before sharing their information with GECO.

EXCLUSION CRITERIA

GECO points out that the recommendation in the following cases is unfair and therefore prohibited by law. In the event of an infringement committed by you, GECO reserves the right to exclude you from the promotion "Employees recruit employees" and/or not paying you the bonuses.

- The recommended candidate was unreasonably harassed or pressured.
- Private relationships were deliberately and systematically exploited in an unobjective or inappropriate manner for advertising purposes.
- Any misleading has taken place, including making false promises, spreading false facts or concealing important information in the recommendation.
- The data of third parties was forwarded to GECO without their consent and without proof of a declaration of consent.

Also excluded from the promotion are employees of GECO Deutschland GmbH who are entrusted with sales, personnel and recruiting tasks.

We invite everyone to participate, regardless of gender, race, ethnicity, etc.