

Conditions for receiving the REFERRAL BONUS:

- The referred candidate has never worked for Amazon Logistic Prague s.r.o. ("Amazon") in the past and is not currently in any recruitment process with Amazon, including being recruited by an employment agency to work for Amazon.
- The referral bonus is available to all active Amazon agency and permanent employees (excluding HR and WFS) if the conditions below are met.
- If the referred candidate meets the conditions but the referring employee does not, the referred candidate is entitled to a proportionate share of the bonus. If the referred candidate does not meet the conditions for receiving the bonus, but the referring employee does meet the conditions, neither party is entitled to the bonus.
- The bonus program is valid from .././.... (start date of the referred candidate on DAY1 - first shift from .././.... until August 30, 2025).
- The employment or temporary assignment of both the referring employee and the recommended candidate must last at least 12 weeks from the start of the recommended candidate's first shift; entitlement to payment of the Referral Bonus arises on the first day following the expiry of these 12 weeks, provided that all other conditions set out herein are also met.
- If the employment or temporary assignment of the recommended candidate or the referring employee is terminated by Amazon before the end of the 12 weeks from the date of the recommended candidate's first shift, both the recommended candidate and the referring employee are entitled to the full bonus. This does not apply if the employment or temporary assignment of one of them is terminated by Amazon during the trial period for any reason, or at any time due to a breach of work duties or unsatisfactory work performance – in such a case, there is no entitlement to the bonus.
- Both the referrer and the referred employee must have at least 92% attendance during their scheduled working hours from the date of the referred employee's start date (DAY1) (excluding: approved leave, military service, mandatory health and safety training, health and safety inspections, waiting time for health and safety inspections, waiting time for mandatory health and safety training, absences due to compulsory attendance at court or other authorities upon presentation of the relevant summons, visits to a doctor's office lasting less than one hour, and neither the candidate nor the referrer will have any unexcused unpaid absences or absences during overtime work ordered by Amazon). Blood donation and paternity/maternity leave are considered absences from work and reduce the required attendance level.
- The recommended candidate will be contacted by the recruitment hotline at 466 566 056 and informed of the next steps.

- If the referrer is an Amazon employee, the Referral Bonus will be paid by Randstad after the above conditions have been met. Once the referring employee is eligible for the bonus, they will be contacted at the phone number they provided and the payment will be arranged with the agency.
- The referrer can check the attendance of the employees they have recommended at any time at the Randstad Helpdesk at Amazon in PRG.
- The referral bonus is at the sole discretion of Amazon.
- The referral bonus is CZK 22,000 gross for recommending a candidate for full-time employment with a start date of DAY 1 (start of their first shift) from .././.... until August 30, 2025. In the case of a referral for a part-time position, the specific bonus amount will be reduced as follows: three-day shifts = CZK 16,000 gross bonus, two-day shifts = CZK 11,000 gross bonus.
- If the conditions are met, the amount will be divided equally between the referrer and the referred candidate. If only the referred candidate meets the conditions, they will receive a proportionate share.
- Any complaints from the recommended or recommending party regarding the entitlement to and payment of the referral bonus may be reported to Randstad within 30 days of the date on which the entitlement to the referral bonus arose, after which the entitlement to the referral bonus expires.
- The Referral Bonus will be paid by Randstad (in the case of employees temporarily assigned to Amazon) together with the salary for the month in which the claim to the Referral Bonus arose.
- This request must be submitted to Randstad staff at the Randstad desk.
- Keep a copy of the referral form, as it will serve as documentation for the payment of the Referral Bonus.

* The request will be granted and subsequently paid only after the conditions have been met.