

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, nor has they been in the past, in any recruitment process for Amazon, including recruitment through a temp agency for work for Amazon.
- The referral bonus can be obtained by all active temp and permanent Amazon employees (does not apply to HR and WFS), provided the conditions listed below are met.
- If the referred candidate meets the conditions but the referring employee does not, the referred candidate is entitled to a proportional part of the bonus. If the referred candidate does not meet the conditions for receiving the bonus but the referring employee does, no party is entitled to the bonus.
- The bonus program is valid from 31 August 2025 (the start date of the referred candidate's DAY1 - first shift from 31 August 2025 until 31 December 2025).
- The employment relationship or temporary assignment of both the referring employee and the referred candidate must last for a minimum of 12 weeks from the referred candidate's first shift; the entitlement to the Referral bonus arises on the first day following the expiration of these 12 weeks, provided all other conditions listed here are also met.
- If the employment relationship or temporary assignment of the referred candidate or the referring employee is terminated by Amazon before the expiry of 12 weeks from the referred candidate's first shift, both the referred candidate and the referring employee are entitled to the full amount of the bonus. This does not apply if the employment relationship or temporary assignment of one of them is terminated by Amazon during the probationary period for any reason, or at any time due to a breach of work duties or unsatisfactory work performance – in such a case, no entitlement to the bonus arises.
- Both the referring employee and the referred candidate must have a minimum of 92% attendance (including mandatory overtime) for at least 12 consecutive weeks from the referred candidate's start date (DAY1) and have no unexcused absences.
- The referred candidate will be contacted by the recruitment line 466 566 056, where they will be informed about the next steps.

- In the event that the referrer is an Amazon employee, upon fulfillment of the above conditions, the Referral bonus will be paid out by the Randstad agency. Once the referring employee is entitled to the bonus payment, they will be contacted on the telephone number they provided to arrange for the payment with the agency.
- The referring employee has the option to check the attendance of their referred employees at any time at the Randstad Helpdesk at Amazon.
- The Referral bonus is entirely at the discretion of Amazon.
- The Referral bonus is CZK 30,000 gross for referring a candidate for a full-time HPP (permanent contract) with a DAY 1 start date (start of their first shift) from 31 August 2025 to 31 December 2025. In case of a referral for a part-time HPP, the specific bonus amount is reduced as follows: three-day shifts = CZK 22,000 gross bonus, two-day shifts = CZK 15,000 gross bonus.
- Upon fulfillment of the conditions, the amount will be evenly divided between the referrer and the referred. If the conditions are met only by the referred candidate, they are entitled to a proportional part of the bonus.
- Any complaints from the referred candidate or the referring employee regarding the entitlement to and payment of the referral bonus can be reported to the Randstad agency desk until 31 March 2026, after which the entitlement to the Referral bonus lapses.
- The Referral bonus will be paid out by Randstad (in the case of employees temporarily assigned to Amazon) together with the salary for the month in which the entitlement to the Referral bonus arose.

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