



# Employee Referral Program

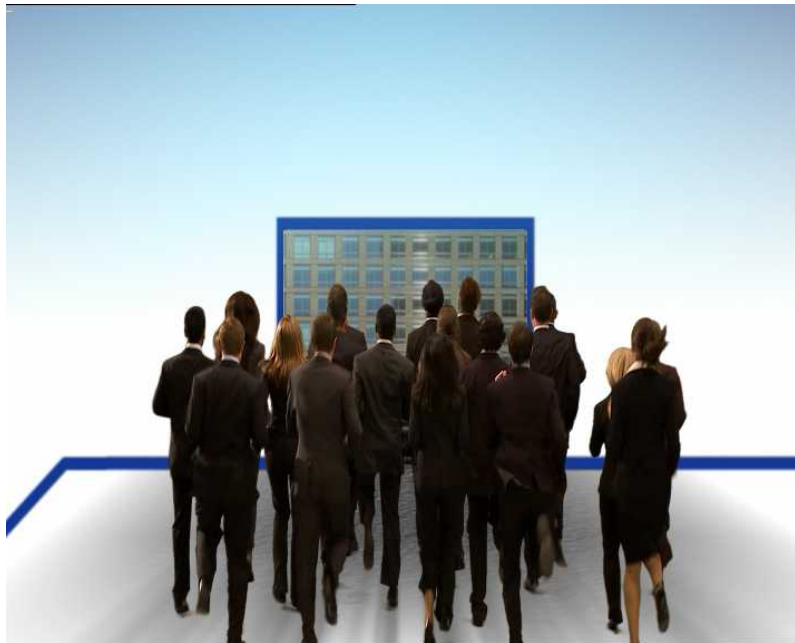
KPMG in Greece

—

October 2017



You now have the chance to introduce a friend you consider a good match to our culture and be rewarded for it!



# What is the Employee Referral Program?

**The Employee Referral Program encourages you to recommend to us your friend, who is interested in working for KPMG in Greece and if he/she fits our profile and is hired, you will be eligible for a reward according to the position that your friend acquires.**

**Candidates for **senior** levels for **all** functions (audit, tax, advisory, infrastructure)!**

# The Reward

You may choose between:

a) Bonus payment

b) Days off

# A) Payment levels according to the acquired position:

LEVELS	EURO
Partners	3 000
Directors	2 000
Managers & Senior Managers	1 500
Supervising Seniors	800
Seniors	500

## B) Days off according to the acquired position:

LEVELS	Days
Partners	8
Directors	6
Managers & Senior Managers	5
Supervising Seniors	3
Seniors	2

# Who is eligible

**All employees other than Partners, Directors and Human Resources staff are entitled to receive the referral benefit.**

**Both the referrer and the referred candidate must still be employees of KPMG six months after the hiring date in order for the referral benefit to be paid.**

**Employees will not however claim a referral benefit if they were involved in the selection of the person they have nominated. They must not be involved in screening, interviewing or selecting their friend or contact in any way, whether directly or indirectly, during the selection process.**

# When claims are not applicable

**Referral benefits are not available for candidates :**

**from graduate programmes and career days.**

**that are employed by KPMG as an employee on a fixed-term contract, regardless of the duration of the contract.**

**recruited as independent contractors or in any other position other than as employees of KPMG.**

**recruited as independent contractors or in any other position other than as employees of KPMG, and who are subsequently offered employment by KPMG.**



# When claims are not applicable (continued)

**Referral benefits are not available for candidates :**

**whose details have already been received, or who have already applied directly to KPMG and whose details are already under consideration for a role at KPMG.**

**who are recruited and employed by KPMG but remain in the employ of KPMG for any period less than six months from date of their employment.**

**from other KPMG offices.**

# Questions

## How about ex KPMG people?

An employee who refers a former KPMG employee is eligible for a referral benefit only if the former employee has not been employed by KPMG for at least 18 months.

## What about if the same candidate is referred from two different people?

If it can be determined who first referred the candidate then the referral benefit goes to this employee. Otherwise they share the benefit equally, provided they are both employed with KPMG when the benefit is due.



[linkedin.com/company/kpmg-greece](https://www.linkedin.com/company/kpmg-greece)

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2017 KPMG Advisors AE, a Greek Societe Anonyme and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. Printed in Greece.

The KPMG name and logo are registered trademarks or trademarks of KPMG International.