

STRIDER'S REFERRAL PROGRAMME

1. LEARN MORE

- 1.1. Our referral programme is a process by which we financially reward people within our network (existing employees and customers) for sending successful sales leads and opportunities for business development to us. For example, customers at a gym might get two free personal training sessions for referring a friend. The friend, coming to the gym because of the referral, would get the same deal.
- 1.2. We want to find the best digital talent to help our clients with their digital transformation journeys. Growing our team with new and amazing talent will not only give our clients an improved experience but will create new energy and learnings within our organisation that will benefit us all.
- 1.3. In this referral programme to 'Onboard' means to conclude a back-to-back Client / Candidate agreement or a new Candidate agreement and where the Candidate remains in the client's employ after the probation period.

2. HOW IT WORKS

- 2.1. Strider will pay a referral fee in the amount of R10,000 to the referrer, for the successful Onboarding of a Candidate, at a client of Strider's.
- 2.2. In addition Strider will pay the Onboarded Candidate a R5 000.00 Onboarding bonus.
- 2.3. If you refer a new client to us and Strider Onboards an existing Strider Candidate at that client for 6 months or more - within three (3) months of the referral - (a new client contract), Strider will pay you R10 000.00 at the Onboarding.
- 2.4. Strider will pay a referral fee in the amount of R20,000 to the referrer for the successful Onboarding of a new client and the successful Onboarding of a new candidate at the new client,
- 2.5. Strider will pay a referral fee in the amount of R5,000 to the referrer for the successful Onboarding of a new division at an existing client provided that Strider can Onboard the candidate within 3 months of the referral.
- 2.6. Strider will pay a referral fee in the amount of R15,000 to the referrer for the Onboarding of a new division at an existing client and the successful placement of a new candidate in the new division of an existing client.
- 2.7. Strider will honour the referral fee for the Onboarding of new Candidates at Strider clients within 12 months from the date of the referral.

3. REWARDS SUMMARISED

- 3.1. Benefits and rewards for both the referrer and the referee:

- 3.1.1. Onboarded Candidate = R10 000.00 reward to you and R5 000.00 Onboarded reward to Candidate.
- 3.1.2. New client contract with Onboarded Candidate = R10 000.00 reward to you.
- 3.1.3. New division of existing client contract = R5 000.00 reward to you.
- 3.1.4. New client contract and new Onboarded Candidate = R20 000.00 reward to you.
- 3.1.5. New division contract within existing client contract and new Onboarded Candidate = R15 000.00 reward to you.

4. FAQs

4.1. Terms and Conditions

- 4.1.1. Only referrals done in writing, via email, to referrals@Strider.co.za qualify for inclusion in the referral programme.
- 4.1.2. In referring a Candidate to us, you agree to the terms set out in this Referral Programme including the terms set out in this paragraph 4 – FAQs.
- 4.1.3. In all cases this referral programme is subject to our standard terms and conditions that are available on request.

4.2. When do I get paid?

- 4.3. If you refer a Candidate who is Onboarded (Onboarded Candidate) within one year from the referral date we will pay to your South African banking account as soon as possible after you have supplied us with the details thereof.
- 4.4. If payment is to be made to you at a non-South African bank account payment to you is subject to exchange control regulation and could be delayed and may require your cooperation.

5. What happens if you refer someone we have previously placed as a Candidate as a digital resource at one of our clients, or who we already know, or we have interviewed before, or we have employed before.

- 5.1. We cannot reward you in any of the above cases. We will provide you with proof of that engagement via email from referrals@Strider.co.za as well as the date of that interaction upon your written request.
- 5.2. If you and another referrer put forward the same Candidate CV, we will respond to and reward the Candidate CV received first and will communicate accordingly.
- 5.3. If a referred Candidate is not placed immediately, you still have the opportunity to earn a referral fee from the successful placement of that Candidate up to a year after your initial introduction.

- 5.4. We do not pay a reward when we are re-introduced to the Candidate more than a year after your initial referral or if the Candidate applies for a position with us of their own accord. In other words your referral must be made with the knowledge and consent of the Candidate.
6. What if someone you refer is not Onboarded for any reason?
 - 6.1. If someone you refer to us is not Onboarded for any reason, then no reward will be paid as no placement of that person at one of our clients will occur.
7. What if a Candidate I refer does not complete the probation period?
 - 7.1. If your Candidate does not complete the probation period, for any reason, you have not earned the reward.
8. What if I refer more than one Candidate to you?
 - 8.1. There is no limit to the number of Candidates you can refer to us, provided they meet the criteria outlined in the section with the heading "Who are we looking for?"
 - 8.2. We reserve the right to close the referral programme at our sole discretion for periods of time if we have an influx of referrals and need to focus on vetting the people that have been referred to us or for any other reason.
 - 8.3. We will communicate to you the closure of the referral programme for any period of time via email, referrals@Strider.co.za.
9. What types of referrals will we not consider?
 - 9.1. We will not consider or reward Candidate referrals from recruiters, placement agencies or labour brokers (non-personal referrals).
 - 9.2. You may only refer Candidates who are known to you personally, either through a personal network or your community.
 - 9.3. You may not refer Candidates found in publicly available sources or platforms such as Wikipedia, general search engines, LinkedIn or any other open social platforms or sources who are all non-personal referrals.
 - 9.4. We will not reward any non-personal referral Candidate. We will only deal with people that you know personally or have some personal connection to.
 - 9.5. We are not obliged to accept or reward any referral we in our sole discretion consider to be non-personal, no matter the reason for that belief.
 - 9.6. We are not obliged under any circumstances to accept or reward any referral we in our sole discretion consider to be unacceptable for any reason. We are not obliged to disclose our reasons for not accepting a referral.

10. What if we give notice that you cannot refer any Candidates to us?
 - 10.1. We reserve the right to give notice that any individual or company stop referring Candidates to us at any time and for any reason.
 - 10.2. We will notify you by email from referrals@Strider.co.za that you may no longer refer any Candidates to or receive any rewards from us.
 - 10.3. We are not obliged to give reasons for notifying you accordingly.
 - 10.4. We reserve the right to suspend, terminate or amend the terms of this referral programme at any time and for any reason by giving notice of such suspension, termination or amendment via email from referrals@Strider.co.za.
 - 10.5. We reserve the right to investigate and report any dubious, misleading or otherwise suspicious activities relating to referrals provided to us.

11. Who are we looking for?
 - 11.1. UX Researchers - Our researchers use global best practice methodologies to gain critical insights into digital product usage. They test products and systems in and out of lab environments with specific target markets for actionable results to be implemented by digital teams.
 - 11.2. UX Writers and Digital Content Writers - Our professional writers can craft user-centric copy to 'package' products and services on digital platforms. They have a fundamental understanding of how to position these appropriately, communicate effectively and to motivate engagement.
 - 11.3. UX/UI Designers and Product Designers - Our skilled user experience (UX) and user interface (UI) designers are able to create and enhance user satisfaction of digital products. Their focus is on improving the usability and accessibility of any interface through user-centric, intelligent design.
 - 11.4. Product Owners - Our professional POs can effectively establish, prioritise and facilitate agreement and oversee work delivered by digital teams. Their ability to lead through strategic decision-making ensures the final product has the correct functionality and features.
 - 11.5. Full Stack Developers - Each client has preferences for languages, frameworks, methodologies and ways of working. We acknowledge our clients' tech-building requirements to provide development talent who can execute clean, transferable code that is scalable and stable.
 - 11.6. Agile Project Managers - Our hands-on project managers are well versed in all of the relevant agile delivery frameworks. They are good communicators and compelling motivators who can ensure optimal work delivery and consistent results – on time and within budget.
 - 11.7. Data Scientists and AI Specialists – We have built, deployed and successfully commercialised our own AI product, Glance. It allowed us to source and work with some of the best data scientists and AI experts in the country who our clients now also have the chance to work with!

- 11.8. Design Leads and Creative Directors - Our pool of design leads and creative directors can be rapidly deployed to manage large teams of designers and other digital resources. They play a key role in ensuring projects meet our clients' intended deliverables on time and within budget.
- 11.9. Candidates for any of these roles should have a minimum of a South African Matric certificate.