

Regulation on the “Worth Recommending” program

§1 General provisions

1. The organizer of the Program (hereinafter referred to as the "Program") is PERSONEL Sp. z o.o., 3 Dworcowa street, 14-200 Iława, NIP: 7441835897, KRS 0000870367 REGON 387566003 entered in the register of entrepreneurs of the National Court Register under the number KRS 0000870367 (hereinafter the “Organizer” or “Personel Sp. z o.o.”).
2. The Organizer is also the administrator of the Participant's personal data in terms of applicable legislation.
3. This edition of the Regulations will take effect on August 01, 2021.

§2 Participation in the Program.

1. The program is addressed exclusively to temporary employees who are employed by the Organizer and perform temporary work on the territory of Poland, hereinafter referred to as “Referrers” or “Participants”.
2. Participation in the Programme is voluntary and requires acceptance of these Regulations.
3. The subject matter of the Programme is to recommend to the Organizer persons interested in temporary employment and temporary work in the territory of Poland (hereinafter referred to as the “Candidates”).
4. Joining the Program (after prior acceptance of the Regulations) takes place by providing the Organizer with the following personal data of the Candidate: name and surname, phone number. The condition for the provision of the personal data of the Candidate is that the Referrer agrees to provide them to the Organizer and that the Referrer provides the “Recruitment and Marketing Consent”, available at the Internet address www.kono.jobs.
5. Only one Referrer may recommend one and the same Candidate. In the case of more recommendations, the order in which they are submitted is decisive. A Referrer may recommend any number of Candidates.
6. A recommendation is considered successful if all of the following conditions have been met:
 - the recommended Candidate has not previously worked for Personel Sp. z o.o. (the recommended Candidate will be employed by Personel Sp. z o.o. as a temporary employee, then will start working temporarily in Poland and will work as a temporary employee of Personel Sp. z o.o. on the territory of Poland continuously for at least 30 days (one month), KONO Sp. z o.o. Gdańsk 80-755, 11/F8 Szafarnia street, NIP: 744-181-15-47, Secretary's Department: +48 604 316316 www.kono.jobs biuro@kono.net.pl



- the recommended Candidate will confirm that he/she has been recommended by this Recommender, namely on the date when all the above conditions are met, the Recommender will be employed by Personel Sp. z o.o.
7. Subject to compliance with all the requirements stated in clause 6 above, the Referrer will receive a one-time payment for the recommendation of our firm:
- for a woman PLN 200.00 net
 - For a man PLN 500.00 net
 - For a married couple PLN 800.00 net.

§3 Personal data

By accepting the Regulations, the Participant consents to processing by Personel Sp. z o.o., in order to participate in the program.

§4 Final clauses

1. The provisions of Polish law apply to matters not regulated by the Regulations.
2. The Organizer can change the clauses of the Regulations at any time. Changes to the Regulations shall be deemed to have been made from the moment they are made available to the Participants in the manner prescribed by the Organizer.
3. The Regulations, including any changes made, shall be available to the Participants at the main office of the Organizer and on the website www.kono.jobs.
4. The Organizer is not responsible for actions or omissions of the Participants.
5. Further information about the Program can be found on our website at: www.kono.jobs.
6. The Organizer has the right to terminate the Program at any time.

