

## **the dtx company ("Flowcode") Employee Referral Program Terms And Conditions**

### *Program Period*

July 12, 2021 through October 31, 2021

### *Referrer Eligibility*

Participation in the Flowcode Employee Referral Program is open but not limited to employees, customers, and the general public. Referrals can be considered for seasonal, part-time, full-time, hourly and/or salaried positions.

### *Referral Eligibility*

Employment referrals must meet the following criteria in order for their referrers to be eligible to receive rewards under this Employee Referral Program:

1. Individual cannot be currently or previously employed by Flowcode.
2. Individual has not already been referred for employment by anyone else.
3. Individual is at least 18 years of age and eligible for employment in the U.S.
4. Individual has not already applied for any positions or completed an online application within 6 months prior to the date they are referred.
5. Individual must be referred by the referrer within the Program Period.

### *Program Rewards*

If the referee and referrer meet all eligibility requirements and the thresholds listed below are met, the following incentive will be awarded to the referrer:

A One Thousand Dollar (US \$1,000) Visa® gift card will be awarded to the referrer if their referral is hired by Flowcode and remains employed with Flowcode for three (3) consecutive months starting from their first date of employment.

The gift card will be issued no later than three (3) months from the date the referral is hired.

### *Submitting Referrals*

You can submit employment referrals to the following email address: [talent@flowcode.com](mailto:talent@flowcode.com)

If you have successfully referred an employee and met the Program Rewards requirements above, you will receive your gift card via mail in a plain, white envelope with the dtx company, 45 Grand Street New York NY 10013 as the return address or via email from [talent@flowcode.com](mailto:talent@flowcode.com).

FLOWCODE RESERVES THE RIGHT TO CHANGE, CANCEL OR MODIFY THE EMPLOYEE REFERRAL PROGRAM AT ANY TIME IN ITS SOLE DISCRETION, WHICH INCLUDES BUT IS NOT LIMITED TO DISCONTINUING THE PROGRAM AT ANY TIME WITHOUT NOTICE. THIS OFFER IS NOT TO BE COMBINED WITH ANY OTHER OFFERS OR PROMOTIONS. INTERNET ACCESS IS REQUIRED FOR PROGRAM PARTICIPATION.