



4Ci

trust | integrity | knowledge



# EMPLOYEE REFERRAL PROGRAM

**CREATING REFERRAL ECOSYSTEM EXCLUSIVELY FOR 4CI CONSULTANTS!**



Telephone

Refer a qualified candidate to a job. You receive job via text, 4Ci job portal, 4Ci referral portal, or email.



Email

Wait till your referral is accepted by our client for a potential job opportunity.

Sit tight while your candidate completes the mandatory 480 hours of billable time.

Receive a \$600 one-time bonus per referral, either added to your paycheck or in the form of gift card!

## PROGRAM MANAGER

[unnati.pandya@fourci.com](mailto:unnati.pandya@fourci.com)

## PROGREAM ASSOCIATE

[dallas.grier@fourci.com](mailto:dallas.grier@fourci.com)

**4CI REFERRAL PORTAL**  
Phone number 3

**4CI JOB PORTAL**  
Phone number 4



## Terms & Conditions – simple & straightforward!

1. **Participation & Eligibility:** A participant is required to submit referrals via 4Ci Job portal, 4Ci Referral Portal, or via email.
2. **New Referral:** Referral must be a new referral to 4Ci. New referral is defined as a consultant who has not worked for 4Ci as employee or subcontractor in the past, not in 4Ci's recruiting database, actively pursuing job opportunity with 4Ci through other sources or referred by another source.
3. **Hold:** New referrals are approved at the sole discretion of 4Ci and must be available for interview and acceptance of job offer within 30 days of being referred. Post 30 days the same referral may be accepted as a new referral through another 4Ci employee.
4. **US \$ 600 One Time Cash Bonus:** \$ 600 (*USD Six Hundred*) per qualified referral will be paid after the new referral has billed for a minimum of 480 hours on a client project. You will be notified once your referral is confirmed by the client, joins the project, and has completed 480 hours of billing. You may opt to receive Amazon or Apple gift card of equivalent value in lieu of the one-time cash bonus.
5. 4Ci reserves the right to suspend, decline, or remove referrals for activities found to be fraudulent, misconstrued, or misrepresented.
6. 4Ci may suspend or terminate the referral program and, or your participation in the program at any time and for any reason.
7. Requirements and one-time cash bonus amount are subject to change at any time at the 4Ci's sole discretion.
8. One time cash bonus is subject to applicable government taxes and deductions.