



Share that new job feeling.

—
\$500 for every friend you refer.*

Get rewarded for helping us in our search for top Technology and Engineering talent in the US.

Happy with our recruitment process? Recommend Engtal to someone you know within the markets we're recruiting to receive a \$500 Amazon voucher - find out more below.

How it works:

- 1.** Send your friend our referral invite message.
- 2.** Your referral submits their resume on our website, quoting your full name in the submission field.
- 3.** We'll look at your referral's resume and see if any of our open positions match their skillset and experience.
- 4.** If we have a match, we'll arrange an interview with your referral.
- 5.** Your referral will be placed at one of our Client's open roles, and they'll complete their 90-day probation period.
- 6.** You'll receive a \$500 Amazon Gift Card from the Engtal team!*

*Terms and Conditions apply.

We're recruiting roles in the following markets:

TECHNOLOGY

- Data, AI & Machine Learning DevOps
- Cloud & Cyber Security
- Front, Back & Full Stack Development
- Cyber Security Sales

ENGINEERING

- Automation & Controls
- Electrical & Embedded
- Software Manufacturing, Mechanical & Quality

Terms and Conditions.

By participating in the Engtal referral promotion (the "Program"), you agree to the following terms and conditions ("Terms"). Engtal may at any time and in its sole discretion, without prior notice, terminate, cancel, suspend or modify the Program or these terms. If you are the person inviting another party to provide a submission, you are a "referrer" under these terms, and if you are a person who receives an invitation, you are a "referee."

Eligibility and Overview

You may participate in this Program as a referrer until the Program is terminated or modified by Engtal. If you refer a referee prior to Engtal's termination or modification of the program, you and such referees will still be eligible to earn the reward described below before such termination or modification.

A referrer may refer a referee by sending them an email, text, or social post that includes information to submit their resume to our website form or directly to info@engtal.com. Each referee must complete all the following steps ("Reward Criteria"):

- Submit their resume to Engtal with the name of the "referee" in the attached digital message.
- Be offered and accept a job role from one of our Clients, signing an employee contract with the Client.
- Be employed by the Client for a minimum of 3 months.
- Pass the Client's 90-day probation period.

Reward

The reward is one (1) Amazon.com Voucher with a value of \$500.00 to be sent electronically to the referrer if all reward criteria is met. Rewards should be available to the email address Engtal has stored for your contact details within approximately one (1) day of the completion of the qualifying criteria.

Receiving and Using Rewards:

- Engtal reserves the right to limit, cancel, delay, or revoke a reward if Engtal determines, in its sole discretion, that an Eligible Participant has violated these Terms or the Engtal General Terms & Conditions or has acted in a fraudulent or abusive manner.
- Engtal may provide an alternate reward of equal value if it is unable for any reason to fulfill the reward. Reward redemptions are final, will not be returned, and are subject to review and verification.
- Engtal is not responsible and/or liable if any e-mail, reward, referrals, or Program-related materials or correspondence are lost, fraudulent, abusive, stolen, late, incomplete, illegible, interrupted, delayed, altered, defective, misdirected, tampered with, or irregular in any way or if any participant's e-mail address, Valid Account, or other contact information does not work, is deleted, or is changed without participant giving prior written notice to Engtal.
- Program is void where prohibited or if Eligible Participant's accounts or transactions are fraudulent, abusive, not completed through legitimate channels, in violation of these Terms, or irregular in any way.
- Clients must confirm that the referral has successfully completed and passed the 90-day probation period before the reward can be issued.

By participating in the referral program, you agree that Engtal may disclose customer information about you to persons who refer you to Engtal or who you refer to Engtal.

Governing Law: This Promotion is governed by Chicago law. By entering, entrants agree to be bound by these Terms and Conditions. Any questions relating to the offer will be resolved in Engtal's sole discretion and its decisions related to the offer will be final and binding.

Contact Info: For any questions or concerns regarding the Referral Program, contact info@engtal.com for information or support.