

Sapient India External Referral Program

Overview

The Sapient External Referral Program (“Referral Program”) intends to provide an incentive to external people/outside (“Referrers”) to refer new talent (“Referrals”) to Sapient Consulting Limited (“Sapient”).

Referrer Eligibility Criteria

- Residents of India who are eighteen (18) years of age or older and legally authorized to work in India are eligible to participate in the Referral Program.
- Current Sapient employees, third party recruiters, and recruitment agencies/vendors are not eligible to participate in this Referral Program. Current Sapient employees should refer to the Internal Employee Referral Program.

Referral Eligibility Criteria

- The Referral Program only applies to Referrals hired into Sapient India’s fulltime positions at the Senior Associate career stage or above.
- The Referral Program is not applicable to Referrals hired through Sapient’s graduate or campus hiring programs or to Referrals hired into temporary positions as contractors or consultants and the like and/or for employee titles such as Associate, Junior Associate, or intern positions.
- Referrals should be made of persons who are professionally and/or personally known to the Referrer.
- Referrals that already exist in Sapient’s recruiting database will not be considered under this Referral Program.
- In the event that Sapient receives multiple Referrals for the same individual, only the Referral that was first received by Sapient will be eligible for the Referral Reward subject to the other terms and conditions of the Referral Program.
- It is the Referrer’s responsibility not to refer any candidate in violation of any non-solicitation obligation which is binding on the Referrer or Referral.

Referral Reward

- The Referral Reward is cash worth INR 25,000 (Gross, subject to tax) (“Referral Reward”) for each hired Referral. Referral Reward is payable after the newly hired Referral has been employed for a minimum of 90 days with Sapient. Referral Rewards are subject to all applicable laws.
- Sapient makes no specific representations as to taxability of the Referral Payment.

- The referrer undertakes to bear applicable Withholding Taxes (Tax Deducted at Sources) as per the provisions of Income Tax Act, 1961. In the event Sapient withhold taxes, a certificate of the same shall be issued within the applicable statutory time limit prescribed”
- The referrer is fully responsible for service tax compliances as applicable to him and undertake to provide full indemnity against any costs (including taxes, interest or any penal cost including cost of litigation etc.,) incurred by Sapient for any non-compliances made by him/her.

How it works?

- Referrers submit their Referrals via email to IndiaExternalReferrals@sapient.com
 - Emails must include the following information :
 - Referral Name
 - Proposed Job Title (in subject line)
 - Referral Email and/or Phone Number
 - Referral Resume and/or LinkedIn Profile
 - Referral’s Location
 - Referrer’s association to Referral- Professional or personal, if professional then the company in which the Referrer and the Referral worked together, if personal then whether the Referral is a friend or relative of the Referrer.
 - Length of Time Referrer Has Known Referral
 - Notes on Referral’s Skill Set (optional)
 - Referrer’s Preferred Email/Phone
 - Confirmation from the Referrer that he/she is not violating any non-solicitation obligations by submitting the Referral.
- Once the above-referenced information is submitted, a Referral connection between the Referrer and the Referral is activated in Sapient’s recruiting database for a period of six- (6) months. If the Referral is hired into the targeted referral position or a similar position, subject to Sapient’s sole discretion, within that same six month period of the activation of Referral in Sapient recruiting database, the Referrer will be eligible for the Referral Reward, provided the Referrer meets the other terms and conditions of this Referral Program.
- The Referrer will only be alerted if their Referral is hired.
- A submitted Referral is canceled if it remains inactive in the Sapient recruiting database for a period of six months. If a Referral is resubmitted after cancellation and subsequently hired, the Referrer who resubmitted the Referral will be awarded credit for the Referral, subject to the other terms and conditions of the Referral Program.

Privacy Statement

The Referrer represents that it is authorized to disclose Referral’s personal information including sensitive personal information (“Personal Information”) to Sapient or to other third

parties for the purposes of this Referral Program. The Referrer also represents that it has taken consent from the Referral to use their Personal Information for the Referral program.

Disputes

Sapient is an equal opportunity employer. It is our policy to employ and promote all qualified persons without any discrimination. The decision of the management shall be final in matters relating to the Referral Program. All disputes, in connection with any matter arising under the Referral Program shall be governed and construed in accordance with Indian Laws and are subject to the exclusive jurisdiction of the courts at New Delhi only.

Governing Law

These Terms and Conditions shall be governed by and construed in accordance with the laws in India. Sapient, Referrers and Referrals agree to submit any dispute/ determination hereunder in the event of failure to reach a satisfactory solution through arbitration, to the exclusive jurisdiction of the Courts of New Delhi.