

The Highfield Referral Scheme is open to any person who is:

- a) aged 18 and over and
- b) resident in the United Kingdom.

Provided that they are not an Employee of Highfield or a family member of an Employee.

Eligibility Criteria:

- Provided Highfield successfully places the Referred Candidate in a role, as a result of the referral by the Referrer within 3 months of the referral being made, and the Referred Candidate submits 12 full weeks' timesheets or completes a probationary period of three months for a permanent role and all other criteria are met you will be eligible for the reward, please see section below.
- A minimum cumulative timesheet value of £1500 or permanent placement value of £4,000 applies.
- The client must be within agreed payment terms for the relevant outstanding invoices.
- At the date of referral, a Referred Candidate must not be a candidate who is currently registered on our CRM.
- In the event of the same Referral being introduced by two or more people, the person who introduced the Referral first in time shall be entitled to the vouchers. This decision shall be made by Highfield.

Reward

- Highfield will use all reasonable endeavours to supply the gift card worth £250 within 28 days of the Referred Candidate meeting the criteria within these Terms and Conditions.
- The gift card will be suitable for use in the UK and Channel Islands only.
- Highfield reserves the right to substitute the gift card for another prize of equal or greater value in the event that it is not reasonably practicable to supply the gift card.

Term and Termination

Highfield may terminate this Referral Scheme at any time or amend these Terms and Conditions by providing reasonable notice on the Highfield website.

General

- This Referral Scheme shall replace any previous referral schemes that have been promoted by Highfield. Notwithstanding the above any previous schemes may be honoured at Highfield's sole discretion.
- The decision of Highfield is final in all matters relating to this Referral Scheme and any previous schemes.