



Terms and Conditions of the Skylight Search Consultants Candidate Referral Scheme.

1. This referral scheme only applies to candidates based in the UK.
2. The prize is not transferable or redeemable for cash.
3. A successful referral is considered to be any referral by yourself that has been placed by Skylight Search Consultants Ltd in a permanent position and completed a 6-week guarantee period and the recruiting firm (client) has paid the corresponding invoice.
4. The referral gift (retail gift voucher) detailed in this scheme is a net payment. Skylight Search Consultants is responsible for any taxes, as required by law, arising from the provision of the referral bonus.
5. In the event that Skylight Search Consultants are, for any reason, unable to procure the indicated gift voucher, we reserve the right to substitute a gift of commensurate value subject to these same terms and conditions.
6. The referrer will not be eligible to receive the referral gift under this scheme if the referred person(s) is already on the Skylight Search Consultants database and/or his/her information/profile/resume has already been received by Skylight Search Consultants by other means prior to the date of referral.
7. The referred person must be notified and have consented to their details being submitted to Skylight Search Consultants for this scheme before the date of the referral. The referrer will indemnify Skylight Search Consultants for any loss or claim arising out of the referrer's failure to procure such consent.
8. It is the referrer's responsibility to contact their Skylight Search Consultant in order to claim their referral gift.
9. Candidates can only be referred to Skylight Search Consultants once. In the event that a candidate is referred to Skylight Search Consultants more than once by the same referrer and/or by other referrers, only the first referrer will be eligible for a referral gift under this scheme. Skylight Search Consultants reserves the right of judgement and all decisions are final.
10. Permanent employees working directly for Skylight Search Consultants are not eligible to participate in the referral scheme.
11. Skylight Search Consultant accepts no responsibility for any variation in the value of the prize for reasons beyond its control.
12. Skylight Search Consultants make no representations or warranties as to the quality, suitability or merchantability of the prize. To the extent permitted by law, Skylight Search Consultants are not liable for any loss or damage whatsoever which is suffered (including but not limited to, direct or consequential loss) or for any personal injury suffered or sustained in connection with entry into the scheme or acceptance of the prize.
13. £350 value includes all taxes, fees and shipping. Some conditions and exclusions apply.
14. Please allow 28 days for delivery of the voucher.
15. The experience gift will be offered in the form of a pre-paid gift voucher.
16. Skylight Search Consultants reserves the right to terminate the referral scheme at any time.