



Terms and Conditions of the CMV Refer Program

Before referring any employees, please read these important participation rules and guidelines:

- All referring employees must send the resume by email to the manager to start the process (documented date and time)
- Application form must be completed by referring employee by the end of the new starter's second week or will not be eligible
- To be eligible, referring employee must have completed their own 6-month probation period
- Casual positions are excluded from being referred
- People and Culture, Department Managers and above are excluded from this program
- If applicant applies through external recruitment channel before referral to manager, this voids the application
- If referring employee leaves the organisation, this will void any outstanding referring payments
- Direct family members excluded (Definition: same household)
- Eligible applicants must not have worked for any CMV businesses currently or previously
- Program will be reviewed on a yearly basis & CMV reserve's the right to hold this referral program under directors' discretion
- CMV Refer will replace all other referral incentives currently in place around the business. All existing claims from previous referral programs will be honoured under the original incentive scheme.
- Please be aware that referral payments are subject to taxation.
- Nut Producers Australia businesses are excluded from this program