

Thank you for referring a candidate to Taboola!
You can follow their progress via Greenhouse.

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Please refer to Taboola's Employee Referral Program Policy below for additional information:

Taboola places great importance on referrals, since we trust that you, our employee, know what's best for the company and who may be a great team-member to your fellow Taboolars. This **Taboola Employee Referral Program Policy** (the "Policy") explains important aspects of our employee referral procedures including the terms under which you, our employee, will be eligible for a referral bonus.

This Policy applies to eligible employees who refer a candidate for an open position with Taboola.

Who is considered an "eligible employee" that can refer a candidate?

All Taboola employees (including interns and students) are eligible to participate in our referral program except for:

1. C-level management
2. VPs and above
3. HR department team members
4. The hiring managers of the open position for which the referred candidate originally applies

* As a reminder, contractors and service providers of all kinds are not considered to be employees.

The eligible employee will be entitled to receive the referral bonus if:

1. The eligible employee duly submitted the referred candidate's resume via GreenHouse; and
2. The referred candidate was not previously introduced to Taboola by another third party; and
3. The referred candidate was hired for a full-time position with Taboola during the 6 months following the referral (not necessarily the position for which the candidate originally applied for); and
4. The referred candidate remained at a full-time position for at least three months from the date of hiring (the "Date of Entitlement"), however, if the referred candidate is hired for a temporary position, the Date of Entitlement shall occur only once the employee's status changes to permanent employee and as long as the employee is working at least three months from hiring; and
5. On the Date of Entitlement both the referred candidate as well as the referring employee are actively employed by Taboola and must not have given or received notice of termination on or prior to the Date of Entitlement.

What types of referral are there?

"Professional Referral" is a referred candidate and someone you worked closely with and can personally attest to his/her professional skills and relevance to the offered position.

- "Non-Professional Referral", can be either one of the following:
- A "Personal Referral", AKA "VIP Lead", is a referred candidate who you can't attest to his/her professional skills, however it is someone that you personally know, such as a family member or a close friend.
- An "Impersonal Referral", AKA "Lead", is a referred candidate who you can't attest to his/her professional skills and that you are either an acquaintance of, or not personally close friends with.

What is the Talent Acquisition Team's SLA to let the referring employee and the referred candidate know if the referred candidate is relevant for the position?

- Professional Referral – up to 2 business days
- Non-Professional Referral:
- VIP Lead – up to 2 business days

- Lead – up to 4 business days

What is the referral bonus and when is its payment date?

Subject to compliance with all the terms listed above, the eligible employee shall be entitled to receive one of the following:

For each Professional Referral: two-thousand-dollars [\$2000] referral bonus;

For each Non-professional Referral: one-thousand-dollars [\$1000] referral bonus;

The referral bonus shall be paid together with the first salary paid to the referring employee following the Date of Entitlement. The referral bonus will not constitute part of the referring employee's total salary for the purpose of granting any rights.

Additional Notes and conditions:

- The referral bonus will be paid in the local currency. In the UK, the Professional Referral bonus is in the amount of one thousand and five hundred [1,500] pounds, and the Non-Professional Referral bonus is in the amount of [1,000] pounds.
- The referral bonus is subject to applicable taxes.
- Taboola may change the terms of this Policy from time to time and may decide to completely revoke it at any time for any or no reason.

Please keep referring great talent!

Thank you,

Taboola Talent Acquisition Team