



Decision Minds Referral Policy

VERSION 1.1

Objective

To encourage DMites to refer qualified candidates for suitable positions at Decision Minds

Applicability

- DMites (including Direct Consultants) will be eligible to receive the referral amount.
 - DMites and Consultant (from the region) referring someone for “Consultant” position will also be eligible for the referral amount.
- The referral policy is valid only for Laterals & Re-hires and not applicable for Trainees/ Freshers/Interns.
 - Re-hires should be more than a year from the date of their previous last working date

Note: All offered candidates are also eligible for referral bonus.

Exclusions

- DMites as VP and above
- DMites in Recruitment team

Guidelines

- The referral amount is specific to each requirement and would be rolled back as and when the position is filled.
- The candidate referred needs to be an employee of Decision Minds for a period of at least 1 months, for the referral amount to be applicable and paid
- Upon the completion of 1 months of service of the referred DMite, the referral amount will be paid to the referring DMite in the subsequent payroll
- The referral amount is subject to changes without any prior notice
- In order to qualify for referral bonus, employees should send the profiles to DM Recruitment Team <dmrecruit@decisionminds.com> and DM HR India <hr-ind@decisionminds.com>
- The validity of the resume referred by the DMites will be 6 months. After 6 months, the ownership of the resume will be of Decision Minds for the period of next 2 years
- The referral amount for each grade is as mentioned below & paid out after necessary TDS deduction

Grade	Amount (INR)
L1	30,000
L2	40,000
L3	50,000
L4 and above	60,000

Do you still have a question?

If yes, please write to hr-ind@decisionminds.com

Document Version Control

VERSION	DATE	AUTHOR	ACTION ON DOCUMENT
Version 1.0	June 2017	HR Department	Drafted Decision Minds Referral Policy
Version 1.1	June 2021	Dr Swapnil Sony Singh	Changes made in guidelines, payment amount and payment modalities