Refer a Friend

Special 2026 Campaigns

Terms & Conditions

1. Campaigns Overview

These Terms & Conditions apply to the Refer a Friend Special Campaigns 2026 at TP Portugal. This document serves as an addendum to the General Refer a Friend Terms & Conditions. All standard eligibility and compliance requirements for both Participants and Candidates remain applicable.

2. Special Bonus Values

The Special Campaigns have been updated on October 30.
The following campaigns will run until the designated date. The bonus amounts apply to all eligible referrals submitted during the period.

Important Rules Regarding Bonus Values

- **Referral Submission Date:** The applicable bonus amount is determined by the date the referral is submitted through the Employee Portal or the RaF Share Link, regardless of the date on which the candidate signs their contract.
- **Assigned Market:** The final bonus paid is determined by the language and project contract signed by the referred friend.

3. OpenAI Campaign

A dedicated bonus applies to the OpenAI project for the English language.

- **Bonus Amount:** €500 for each successful referral.
- **Campaign Period OpenAI:** August 7 to November 30, 2026.
- **Eligibility Requirement:** The referred candidate must start training for the OpenAI project during the campaign period.
- **Other English Projects:** If a referred candidate joins an English-language project other than OpenAI during this period, the standard referral bonus of €300 will apply.

4. Pennylane Special Campaign

A special bonus fee applies to the Pennylane project for the French language.

- **Bonus Amount:** €2000 for each successful referral.
- **Campaign Period:** August 7 to December 31, 2026.

- **Eligibility Requirement:** The referred candidate must start training for the Pennylane project during the campaign period.
- **Other French Projects:** If a referred candidate joins a French-language project other than Pennylane during this period, the standard referral bonus of €1000 will apply.

5. Pennylane Special Campaign for STAFF

A special bonus fee applies to the Pennylane project for the the staff positions “Accountant Specialist”and “Accountant Technical Specialist”, for the French language.

- **Bonus Amount:** €3000 for each successful referral.
- **Campaign Period:** November 18 to December 31, 2026.
- **Eligibility Requirement:** The referral must be submitted on the specified landing pages: https://jobs.teleperformance.pt/recruitment/job-offer-accountant/?id=french-accountant https://jobs.teleperformance.pt/recruitment/job-offer-accountant/?id=french-accountant-technical AND the referred candidate must start the position at Pennylane during the campaign period.
- **Other STAFF positions:** this bonus is exclusive for these two positions and do not apply for any others.

6. Monzo Special Campaign

A specific bonus fee applies to the Monzo project for the Italian language.

- **Bonus Amount:** €1000 for each successful referral.
- **Campaign Period:** November 1, 2026 to January 30, 2027.
- **Eligibility Requirement:** The referred candidate must start training for the Monzo project during the campaign period.
- **Other Italian Projects:** If a referred candidate joins an Italian-language project other than Monzo during this period, the standard referral bonus of €500 will apply.

7. Payment Conditions

The payment process follows the standard Refer a Friend policy.

- **Payment Schedule:** Referral bonuses are paid 3 months after the referred candidate's contract signature date. If the contract is signed after the 10th day of the month, payment will be made 4 months after the signature date.
- **Retention Requirement:** To qualify for payment, both the referring employee and the referred candidate must maintain an active employment contract with TP Portugal for at least 90 consecutive days following the candidate's contract signature.
- Referral bonuses are processed through payroll and are subject to applicable taxes and legal deductions.

8. General Rules

- All referrals must be submitted through the Employee Portal or the RaF Share Link. All mandatory fields must be completed.
- Only complete and eligible referrals will be considered.
- The terms set out in this document remain valid until they are officially updated or until the campaign periods described above have ended.

For any questions or further clarification, please contact the Refer a Friend team at: **refer-a-friend-tpc@pt.teleperformance.com**.