



Summer 2026 Campaigns

Terms & Conditions

1. Campaign Overview

These Terms & Conditions apply to the Refer a Friend Summer Special Campaign 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. Summer Special Bonus Values

The Summer Special Campaign has been updated on August 31.

The following languages have ran from **July 1 to August 31, 2026**. The following bonus amounts apply to all eligible referrals submitted during this period:

Italian language: €3000

Polish language: €3000

Ukrainian language: €3000

Danish language: €2500

The following language campaign period has been extended and will now have a total run period from **July 1 to September 30, 2026**. The following bonus amount apply to all eligible referrals submitted during this period:

Hebrew language: €3000

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 contract signed by the referred friend.

3. OpenAI and Reddit Special Campaign

In parallel with the Summer Special Campaign, a dedicated bonus applies to the OpenAI and Reddit projects for the English language.

- **Bonus Amount:** €500 for each successful referral.
- **Campaign Period OpenAI:** August 7 to September 30, 2026.

- **Campaign Period Reddit:** August 18 to September 30, 2026.
- **Eligibility Requirement:** The referred candidate must start training for the OpenAI or Reddit project during the campaign period.
- **Other English Projects:** If a referred candidate joins an English-language project other than OpenAI or Reddit during this period, the standard referral bonus of €300 will apply.

4. Pennylane Special Campaign

Similar to the Open Ai 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 September 30, 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. 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.

6. 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:

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