



REFERRAL POLICY 2026

Refer a candidate and earn ₹15,000

A simple, transparent reward for helping MIYO Global find great people.
Submit a referral, and earn when your candidate successfully joins the team.

Policy at a glance

Reward Amount	₹15,000 (subject to TDS)
Profile Validity	90 days from submission
Payout Timeline	45 days from onboarding
Payment Mode	NEFT or IMPS bank transfer
Manager Approval	Required before payout

1 Referral Reward Program

MIYO Global is pleased to offer a referral program that rewards everyone whose referral successfully joins the organisation. The referral reward is **₹15,000 per successful candidate**, subject to applicable Tax Deducted at Source (TDS) as per the Income Tax Act, 1961.

2 Eligibility Criteria

Who can refer. Any current employee or external contact of MIYO Global may refer candidates for open positions. There is no limit on the number of referrals per person.

Eligible referees. Any member of the general public can be referred. Referees must meet the job requirements and complete the standard recruitment evaluation.

3 Referral Submission Process

How to refer. Submit referrals through the MIYO Global Referrals page at miyoglobal.com/referrals.html.

Required information. Referrer's name, email and contact number; candidate's full name, email and phone number; target job position; and the candidate's resume (PDF or DOCX, maximum 10MB).

Submission timeline. Referrals must be submitted within 30 days of the candidate coming under consideration. Retroactive referrals more than 30 days old will be rejected.

4 Evaluation and Approval

Candidate evaluation. All referred candidates go through our standard recruitment process. Being referred does not guarantee selection or expedited processing.

Manager approval. The hiring manager must explicitly approve the referral payout. Approval is contingent on the candidate completing 45 days of employment, satisfactory performance during the probation period, and verification of all submitted documents.

5 Payout Details

Payout Amount

₹15,000 before TDS deduction

Payment Method

NEFT or IMPS bank transfer only, no cheques or cash

TDS Compliance

Deducted as per applicable Income Tax regulations

6 Disqualification Triggers

Referral rewards will be withheld or cancelled in the following scenarios.

1. **Retroactive submission.** Referral submitted more than 30 days after the candidate applied.
2. **Early exit within 45 days.** Candidate leaves the organisation within 45 days of joining.
3. **Fraudulent submission.** False information or fake documents submitted.
4. **Missing documents.** Required documents not submitted within 30 days of request.
5. **Duplicate referral.** Multiple referrals for the same candidate (earliest timestamp wins).
6. **Expired profile.** Referral profile not submitted within 90 days of the initial discussion.
7. **Manager rejection.** The hiring manager denies approval for any reason.

7 Dispute Resolution

Duplicate claims. Where there are duplicate referrals for the same candidate, the referral with the earliest timestamp will be honoured.

Dispute filing. All disputes must be filed within 15 days of notification. After 15 days, all decisions are final.

8 General Terms

MIYO Global reserves the right to modify this policy at any time with 30 days notice. This referral program is not an employment contract or a promise of future employment. All referred candidates must comply with MIYO Global's hiring and background verification standards.