



## Deel Referral Program – Terms & Conditions

Last updated: December 2025

These Terms & Conditions (“**Terms**”) govern participation in the Deel Referral Program (“**Program**”). By submitting or using a referral, you agree to be bound by these Terms.

### 1. Eligibility

1.1 The Program is open to existing Deel customers, employees and contractors (“**Referrers**”).

1.2. The person or entity being referred must be a new Deel customer that has never previously signed a contract or created an account with Deel (“**Referred Customer**”).

1.3 Deel reserves the right, in its sole discretion, to verify the eligibility of any Referrer or Referred Customer and to require supporting documentation as a condition for participation.

### 2. How the Program Works

2.1. A Referrer may introduce a prospective customer to Deel by using Deel’s approved referral form or link.

2.2. A referral is considered successful once:

- the Referred Customer signs a commercial agreement with Deel; and
- The Referred Customer becomes an active paying customer in accordance with Deel’s onboarding requirements.

2.3 For the avoidance of doubt, Deel shall have sole and exclusive authority to determine whether a referral qualifies as successful under these Terms.

### 3. Rewards

3.1. Upon a successful referral, and subject to Sections 4 and 5 the following rewards (collectively the “**Rewards**”):

- the Referrer receives USD 1,500 (“**Referral Reward**”); and



- the Referred Customer receives USD 500 in Deel Prepaid Buying Credits as referenced in the link: <https://help.letsdeel.com/hc/en-gb/articles/22488590138513-About-Prepaid-Billing-Credits-and-Upfront-Billing-For-Clients>. (“**Credit Reward**”).

3.2. The Credit Reward may be used only toward Deel services, have no cash value, are non-transferable, and must be used within the period communicated by Deel.

3.3. Deel will pay the Referral Reward within 90 days after the referral is confirmed as successful. Deel may require reasonable information to validate the referral before issuing payment. Deel may require the Referrer to provide payment instructions, tax documentation, or other information reasonably necessary to facilitate compliance with applicable law before releasing the Referral Reward.

3.4. The amount of any Reward, the form of the Reward, the payment method, and any conditions relating to issuance or redemption of the Reward shall be communicated by Deel from time to time and may be modified by Deel at its sole and absolute discretion.

3.5 Deel’s determination of Reward eligibility shall be final, binding, and not subject to appeal.

## 4. Program Conditions

4.1. Only one Referrer is eligible for a Referral Reward per Referred Customer.

4.2. Self-referrals or referrals within entities under common ownership or control are not eligible.

4.3. The Referrer must have an active Deel account at the time the Referral Reward is issued.

4.4 Referrers may not sell, barter, auction, transfer, sublicense, publish, distribute, or otherwise make their referral links available in any manner that is misleading, abusive, fraudulent, commercially exploitative, or inconsistent with Deel’s intended purpose for the Program. This includes, without limitation, posting referral links on coupon websites, deal aggregators, public forums, commercial marketplaces, or any channel where the Referrer does not have a direct and legitimate relationship with the intended recipient.

4.5. Deel may refuse, withhold, suspend, or claw back any Reward if it reasonably determines that the Program has been abused, manipulated, or used for non-genuine customer acquisition, including but not limited to mass referral campaigns, misleading statements, or referral farming.

4.6. Participation in the Program does not create any agency, partnership, employment, or joint venture relationship between Deel and the Referrer.



## **5. Taxes**

5.1. By participating in this Program, the Referrers declare to understand that any Reward may be subject to local income tax in the country of residence and/or in the local territory where they are tax resident.

5.2 Referrers are solely responsible for any taxes, duties, or reporting obligations associated with receiving a Referral Reward. Deel will bear no liability for any tax obligations which may arise from receiving any Reward as part of this Program.

5.3. Deel may withhold taxes where required by law.

## **6. Termination and Changes**

6.1. Deel may modify, suspend, or terminate the Program at any time, with or without notice.

6.2. Deel shall not be liable for any losses, damages, or claims arising from or related to any modification, suspension, or termination of the Program.

6.3. Any referrals submitted before termination will be reviewed and may still qualify for Rewards if they satisfy all conditions.

## **7. Data Protection**

7.1. Any personal data processed under the Program will be handled in accordance with Deel's Privacy Notice.

## **8. Limitation of Liability**

8.1. To the maximum extent permitted by law, Deel shall not be liable for indirect, incidental, consequential, special, exemplary, or punitive damages arising out of or relating to the Program. Deel's aggregate liability to any participant under these Terms shall not exceed the amount of the applicable Reward.

## **9. Governing Law**

9.1. These Terms shall be governed by and construed in accordance with the laws of the State of Florida, unless mandatory local laws require otherwise. Any disputes arising from or relating to these Terms shall be subject to the exclusive jurisdiction of the competent courts located in Florida, United States.