



External Referral Program

Introduce us to someone who you think could be a good fit for Blue Star and we'll thank you with a \$2,500 bonus once they join the team. There are some terms and conditions, so be sure to read the fine print below and please don't hesitate to send questions to jobs@blue-star-software.com.

To qualify for a bonus the *candidate* must:

- Be a technologist with a software engineering or cyber security background
- Possess a current government clearance with polygraph
- Be hired by Blue Star Software and remain employed and in good standing for a minimum of 90 days
- Have no prior contact with Blue Star for a minimum of 12 months from the referral date
- Acknowledge a relationship with the referrer

To qualify for a bonus the *referrer* must:

- Be acting as an individual and not as a representative of a staffing agency or other third party
- Submit their name and contact information along with the candidate's resume and contact information to jobs@blue-star-software.com
- Receive confirmation of receipt from Blue Star Software

External referral bonuses are paid pre-tax from Blue Star Software. You are solely responsible for paying the appropriate state and federal taxes on any payment received. Blue Star will report referral payments to the appropriate tax authorities.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

By submitting a referral you are agreeing to the terms and conditions outlined above.