

Colleague Recommending a New Client

1. Recommend a new Client for Simpson Millar services and receive payment as below:

| Department | Incentive | Key Conditions |
|-------------------------------|-----------|--|
| Personal Injury (Value >£25K) | £350 | 14 days after Client Engagement Papers have been signed |
| All Medical Negligence | | |
| All other Personal Injury | £200 | |
| All Private Client | £50 | <ul style="list-style-type: none"> • When the client is invoiced for fees of £400 or more. • After the client has made first payment • Excludes Legal Aid |
| Public Law | £50 | Invoiced Fees > £4,500 (Excludes Legal Aid) |
| | £25 | |

2. All incentives are payable in your monthly pay in the month after you become eligible for payment.
3. All incentives are subject to Tax & NI at your usual rate.
4. A New Client is defined as one who has not already instructed Simpson Millar.
5. Your friend must provide their personal details to us themselves and will need to quote your name, address and/or email address or telephone number when they make their initial enquiry with us for you to be eligible for the incentive.
6. Payment will only be issued if the new client meets the key conditions outlined in the table above.
7. This incentive cannot be claimed where the client claims a discount on the service they are recommended for in conjunction with another offer or promotion
8. The value of the incentive will be determined at the time the case is opened.
9. Where an employee provides details of the new client to Simpson Millar they will become ineligible for this promotion and it may lead to disciplinary action.
10. We are authorised & regulated by the Solicitors Regulation Authority (SRA) and by participating in the recommend a friend scheme you agree that you will not directly approach other individuals on behalf of Simpson Millar, nor imply that you are acting on behalf of Simpson Millar.
11. If a breach is suspected, no payment will be made whilst an investigation is carried out. If a breach has occurred no payment will be made and you may face disciplinary action.
12. You can only recommend our services to clients who are 18 years of age or older.
13. This promotion is open to all employees of Simpson Millar except where the main purpose of their role is to introduce new clients to Simpson Millar.
14. By participating in this scheme, you agree to be bound by these terms and conditions, and that the decision of Simpson Millar is final and binding in all matters relating to this Promotion.
15. The colleague who makes the recommendation must be employed by Simpson Millar when the recommendation is made and when the incentive is due for payment. Where the colleagues' contract of employment is under notice of termination (whether given by the employer or the employee) at the time of recommendation any incentives you may have been eligible for will not be paid and no payments will be made after employment has ceased.
16. Simpson Millar reserves the right to cancel or amend the terms of this promotion without notice.
17. The closing date of this promotion is 31/12/2021.
18. Any personal data collected for the purposes of the Promotion will be processed in accordance with the provisions of Simpson Millar's [Privacy Policy](#).
19. This Promotion is governed by the laws of England and Wales.