

# NI Restart Program for Ukrainian Refugees

The best way to support is through action. Beginning April 4, NI is launching the new NI Restart program to support Ukrainian refugees in need of employment in EMEA.

## Why do we care?

NI's [Engineering Hope Corporate Impact Strategy](#) outlines how we drive the positive change we want to see in the world. Part of our commitment is to build an equitable and thriving society where we support equity and economic opportunity initiatives through monetary and product donations and volunteering. Together with our employees, customers, suppliers, and partners, we are building a society that works for all of us—and a healthy planet that sustains us—for the next 100 years and beyond.

Along the lines of our core values which is to be bold, be kind and be connectors within and beyond the walls of our company, we care about people and especially people in need. One of the key strengths of our community is to bring people together and make great things happen towards a common goal through commitment and collaboration.

## What is the purpose of the program?

Taking social responsibility to help and support people in need, in this case the Ukrainian refugees, to provide them with what necessary is to restart their lives with the help of our resources, infrastructure and communities, specifically in the fields of recruitment and onboarding, offering complex employment opportunity for those who meet the job requirements and get hired for any EMEA positions.

The NI community has been extremely active and committed to help Ukrainian refugees since the conflict started in various ways, such as corporate and employee donations, volunteerism, collaborating with local and international charity organizations. We have continuously been seeking ways to help both on the short and long term and believe this program to

be an opportunity to provide immediate help that will make a lasting impact. This is a model that we will leverage moving forward for relevant crisis situations to ensure we can act quickly and with meaningful impact.

## What does the program entail?

It is an initiative opening up all our EMEA job vacancies for Ukrainian refugees with a special hiring program aimed at making the restart possible and easier for those in need with customized benefits.

## Where can you find the vacancies?

<https://pef.fa.us1.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX/requisitions>

## How to contact us if you have questions?

In case you have any questions, please send them to [restart@ni.com](mailto:restart@ni.com).

# What do we offer as part of this program?

An opportunity to start over with special benefits:

- Free transport from the Hungarian, Slovakian, Romanian, Polish borders
- Accelerated hiring process – maximum 2 rounds of online interviews
- Stable, long-term employment – with a company on the market for 40+ years
- Immediate financial security – EUR 500 / month during the first 3 months
- 6 months private housing fully funded for the whole family
- Assistance with relocation, child and mental care
- Language courses provided free of charge – English and destination country's language

## Who is eligible for the program?

Any Ukrainian person who applies for any of the EMEA positions and then successfully completes the selection process with a job offer, is eligible to participate in the program.

## What countries belong to EMEA where the vacancies are?

Hungary, Romania, Poland, Slovakia, Germany, Belgium, Czech Republic, France, Israel, Italy, The Netherlands, UK, Armenia

## Who do we work with externally as partners to make this happen?

UNICEF, Migration Aid, Red Cross, Hungarian Baptist Aid, Dorkasz Service – Refugee Mission

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## Why do we need YOU?

From a company perspective we created an infrastructure to make this program work and we believe we have all the pieces in place. At the same time the only way it can be even more, completely successful is with YOUR help. Please help in any of the following ways if you can:

- Share this opportunity with people who you believe are in need of the assistance of the program.
- Share this opportunity on forums (eg. social platforms such as Facebook or LinkedIn) where you believe people in need of this program might find it.
- Share this opportunity with any family members or friends who meet the eligibility criteria.

## An incentive for you to help - Restart Referral Program

To leverage our employees' network to support the NI Restart Refugee Hiring Program NI launches a special referral campaign, called **Restart Referral Program**, which is a special employee referral program where in case you refer, you help and donate at the same time.

Referring people makes you feel good; either because you helped out a person in need by getting them a job and/or because you helped the company by finding a brilliant new hire. To maximize this feeling of 'doing good' NI gives their employees the possibility to donate half of their doubled referral bonus to the refugee and their family.

**After a successful referral hire who is considered as Ukrainian refugee, NI pays double bonus, 50% of the bonus amount is paid to the referrer and 50% to the Ukrainian new hire as donation.**

This charity reward gives employees the opportunity to contribute to the NI Restart Refugee Hiring Program. **Help us make the NI Restart Refugee Hiring Program successful!** Through your help and contribution the message can get to the right people and can help them tremendously.

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