

Upwork may offer registered users the opportunity to join Upwork's Referral Program ("**Referral Program**"). Upwork may withdraw, or suspend, or change the requirements or incentives of the Referral Program, and may change the requirements and incentives at any time.

Eligibility

Referrer. You must be a registered user with an active account on Upwork (www.upwork.com) and be invited by Upwork to participate in the Referral Program.

Referee. To be an eligible referee, you must not have ever had an Upwork Account (or an account with Upwork predecessors, oDesk or Elance, prior to 2014), and you must be referred by a qualified referrer via their unique referral link.

Qualified Referrals

For a referral to be considered a Qualified Referral, all of the following must occur:

1. As an eligible referrer, you share your unique referral link or code with an eligible referee;
2. The eligible referee registers for an Upwork Account using your unique referral link or code;
3. The eligible referee enters into a Service Contract to hire talent within the time frame designated in the referral invitation; and
4. Any other requirements as detailed in your specific Referral Program offer are met. Check your Referral Program offer for eligibility details such as required minimum spend by the Referee or time limits.

Earn and Spend Referral Rewards

Referrers. As a qualified referrer, you will earn Referral Rewards in the form of account credit, as specified in the Referral Program offer, for each Qualified Referral you make under the Referral Program. Once the conditions for the Qualified Referral have been met, Upwork will apply the account credit to your Upwork Account.

Referees. As an eligible referee, you will earn Referral Rewards in the form of account credit, as specified in the Referral Program offer, if you meet the conditions of a Qualified Referral. Check the referral offer you received for applicable terms such as required minimum spend or time limits.

Redemption. You can spend account credit on your next Upwork purchase, unless there are restrictions listed on your specific referral offer. Referral Reward account credit cannot be transferred or exchanged for cash.

Important Disclaimers

Upwork reserves the right to suspend your account and remove any account credit should we notice any activity by the

Referrer and/or Referee that is determined to be a violation of this Referral Program Terms or Upwork's Terms of Service. We reserve the right to amend, suspend or terminate this Referral Program at any time without notice.