

## EMPLOYEE RECRUITMENT PROGRAM

Any current employee of (company name) that recruits or supplies a name for recruitment will have the chance for additional income if that person is hired and is employed, subject to the terms and conditions listed below.

### Terms and Conditions:

1. The referred applicant/recruit must be interviewed and/or hired under normal interviewing and/or hiring practices at the sole discretion of the Human Resources Manager, Operations Manager, or General Manager.
2. At the time of the interview, the referred applicant must specifically name the current (company name) employee who referred him/her to the company for employment consideration.
3. If the referred candidate is hired, the recruiting employee will receive ½ of the incentive bonus potential after the new recruit is hired and has met the following criteria:
  - \* Has worked sixty (60) consecutive days of scheduled work that was available.
  - \* Has satisfactorily met the company performance expectations.
4. The recruiting employee will receive the remaining ½ of the incentive bonus potential after the recruit has worked an additional sixty (60) consecutive days of scheduled work that was available and has satisfactorily continued to meet company performance expectations.
5. Recruiting employees will not have days applied towards this incentive program in instances where the recruited employee is on a leave of absence, lay off, or is off because of a workers compensation claim.
6. This program applies to all (company name) employees for the recruitment to fill any open position.
7. Upper management who are directly involved in the hiring process for personnel within their own department are not eligible for a recruitment incentive bonus.
8. If the candidate does not meet the performance expectations required for their position, the recruiting employee will not receive the incentive bonus. The employee recruitment program is subject to change at any time at the sole discretion of company management.

### Various Position Levels

Entry Level (New Man, Fourth & Fifth Man)	\$ 350.00
Third Man	\$ 500.00
Foreman/Asst. Foreman	\$ 750.00
Management/Supervisors	\$ 1,000.00