

EMPLOYEE REFERRAL PROGRAM

WE GET PAID TO BRING OUR FRIENDS TO WORK.

Know someone who's a hard worker like you? Earn a cash bonus for referring qualified employees to our Company.

- Tap into your network
- Refer A-list talent to apply online
- Referral names you on their application
- Referral gets hired
- You get a cash bonus

WHO'S ELIGIBLE TO PARTICIPATE?

All employee-owners, excluding those that serve on the executive or operational management teams, workforce/recruitment team personnel, or the hiring manager, are able to participate.

WHAT QUALIFIES AS A REFERRAL?

Referral must be hired. Referring employee-owner must be actively employed to receive referral bonus. No referrals will be made for temporary or internship positions, rehires, current employee-owners or for children of current employee-owners. Referral must meet essential qualifications of employment—including, but not limited to, pre-employment drug screen.

PAYMENT PROCEDURE

Upon the first day of the referred employee-owner's employment with the Company, the referring employee-owner will earn a \$250 referral bonus. After the referred employee-owner has reached 6 months of employment (and at least 500 hours worked), the referring employee-owner will receive a \$500 referral bonus. Referral bonuses are subject to applicable payroll taxes. Please allow up to 10 business days for processing of referral bonuses.

\$250 _____ **AT TIME OF HIRE**

\$500 _____ **AFTER 6 MONTHS OF EMPLOYMENT**
(and a minimum of 500 hours worked)

CHANCE TO WIN \$2,000 CASH BONUS

If any of your referrals have been employed past the 6 months of employment (and at least 500 hours worked) requirement at the time of our annual meeting and stock price reveal, your name will be entered into a drawing for a chance to win **\$2,000 cash!**