



EMPLOYEE REFERRAL PROGRAM

ESS offers you a way to earn a cash bonus for referring qualified employees to our company.

- ✓ Tap into your network.
- ✓ Refer “A-List Talent” to apply on-line.
- ✓ “A-List Talent” names you on their application.
- ✓ “A-List Talent” gets hired.
- ✓ **You get a cash bonus.**

WHO'S ELIGIBLE TO PARTICIPATE?

All employee-owners, excluding those that serve on the Executive Management Team, Operational Management Team, Workforce/Recruitment team personnel, direct supervisor or the hiring manager are eligible to participate.

WHAT QUALIFIES?

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

PAYMENT PROCEDURE

Upon the first day of employment with ESS, the referring employee will earn a \$250 referral bonus. After the referred employee has reached 6 months of employment (and at least 500 hours worked), the referring employee will receive another \$250 referral bonus. After 1 year of employment, the referring employee will receive an additional \$500 referral bonus. Referral Bonuses are subject to applicable payroll taxes. Please allow up to 10 business days for processing of referral bonuses. The cash bonus amounts listed on this document are effective as of January 1, 2022.

FOR EVERY SUCCESSFUL EMPLOYEE REFERRAL, YOU CAN EARN...

\$250 ▶ at time of hire

\$250 ▶ following 6 months of employment
(and a minimum of 500 hours worked)

\$500 ▶ following 1 year of employment

CHANCE TO WIN ▶ **\$2,000 CASH BONUS**

If any of your referrals have been employed past the 6-month employment requirement (and have worked at least 500 hours) as of March 31, 2023, your name will be entered into a drawing for a chance to win \$2,000 cash!