

Employee Referral Bonus Program

Tempco has open positions from time to time and you can help us fill them. Research has shown, and our own experience supports this, that new hires who join a company through employee referrals are in general good contributors, and generally stay with the company for a considerable amount of time, making them a cost effective recruit.

That's where you come in! If you know someone who would be a good addition to Tempco and they meet the qualifications for an existing open position, it may be worth \$200 if you refer them for employment and they are hired!

Refer candidates to apply in person and inform your candidate to print your name on the Application For Employment where it asks, "How Did You Learn About Us?" If your candidate is hired you will be awarded \$100 at their successful completion of the 90-day probationary period, and another \$100 cash bonus upon the candidate's one-year anniversary.

Program Rules

1. **Referral Eligibility:** All Tempco employees, except Human Resources personnel and managers with hiring authority over the referred candidates are eligible to refer candidates.
2. The hiring of a referred employee must occur within 180 days of the initial referral (application) date.
3. To be eligible for an award, referrals must apply in person and the referring employee's name must be included on the candidate's employment application.
4. The referral, as described above, must represent the candidate's first contact with Tempco.
5. Only candidates who meet the essential qualifications for the position will be considered.
6. All candidates will be evaluated for employment consistent with Tempco's policies and procedures.
7. The referring employee must be currently employed by Tempco at the hired candidate's completion of the 90 day and 1 year of employment periods in order to receive payments.
8. Any disputes or interpretations of the bonus program will be handled by Human Resources.