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# Teammate Referral Program

**Purpose:** The purpose of the Teammate Referral Bonus Program is to provide an incentive award to a current teammate in a full-time equivalent position who brings new talent to the company by referring applicants who are subsequently selected and successfully hired for an open position.

## Who should you refer?

Anyone you think fits **any open role** and who you would enjoy working with.

## Eligibility and Participation:

- Applicants are considered persons not currently or previously employed with the company. All full-time teammates are eligible to receive a referral bonus.
- To be eligible for a referral bonus, the applicant must include the referrer's name in their online application before submitting it.
- Referral bonus will be paid in one lump sum after the referral has successfully completed 6 months of employment.

| Position | Payout after the referred teammate completes 6 months of employment (Per referral) |
|---|---|
| Software Developers | **$1,500** |
| All Other Full Time Positions | **$500** |
| Seasonal / Part Time | **$250** (after the referred teammate completes 6 weeks of employment) |

*Taxes will be withheld from gross bonus amount outlined above.*

- Both the referral and current teammate must be in good standing at the time of payout.
- Both the referral and the current teammate must be active at the time of the bonus payout.
- There is no maximum referral bonus payout on the number of referrals an teammate can receive.

Program is subject to change at any time without notice.

## Have you had a referral apply? Have a question about the referral program?

Send us an email at **startyourjourney@etrailer.com** and let us know!