

INTRODUCING THE NEW EMPLOYEE REFERRAL BONUS PROGRAM!

At **UES**, we believe that our employees are our greatest asset. That's why we're thrilled to announce our new **Employee Referral Bonus Program** – a fantastic opportunity for you to help us grow while earning some extra cash!

WHAT'S IN IT FOR YOU?

- Earn \$2,000 for each successful referral!
- Unlimited earning potential – the more referrals, the more you can earn!
- Support the growth and success of UES.

WHY REFER CANDIDATES TO UES?

- Opportunity to make a positive impact on the world through sustainable engineering!
- Join a growing company with a proven track record of success.
- Work with a talented and motivated team.
- Exciting opportunities for career development and advancement!
- Open positions across the United States.



Email your referral's contact information, the role they are interested in, and their resume (if they have one) to: referralbonus@teamues.com.

Resumes are not required!

NOTE: Please refer to the official policy on the back for complete program terms and conditions.

RULES AND REGULATIONS

Email your referral's contact information, the role they are interested in, and their resume (if they have one) to: **referralbonus@teamues.com**.

Resumes are not required!

The following rules and regulations apply when providing referrals:

BONUS AMOUNTS:

- Total amount \$2,000, paid in three increments to the "referring" employee
- Increment One: \$400 paid after 90 days
- Increment Two: \$600 paid after 6 months
- Increment Three: \$1,000 paid after 12 months

TERMS AND CONDITIONS:

- All open roles are eligible for the referral bonus; part-time roles are eligible for 50% of the bonus amount.
- Applicant MUST disclose the name of the referring employee on the application at the time they apply.
- The new hire and the referring employee must both be active at the time of each payout.
- Ineligible Employees: Branch manager level or higher, human resources employees, the hiring manager or anyone else that has a direct influence over the hiring decision.
- Former UES (includes acquisition companies) employees rehired with one (1) year of leaving the company are not eligible.
- Management discretion to review and rescind if necessary.
- Unless otherwise communicated, this program will be in effect through December 31, 2023.