

# CALIFORNIA FREIGHT

## Employee Referral Bonus Program: Revised 08-15-2018

Cal Freight is always looking for great people, and you can help. Research has shown, and our own experience supports, that hires who come into our organization through employee referrals are excellent contributors, stay with us longer and are more cost effective to recruit. If you know someone who you think would be a great addition to our organization and they meet the qualifications for an existing open position, it will be worth **\$500.00** if you refer them for employment and they are hired within the guidelines of this program.

Refer candidates who meet the qualifications to our Hiring Coordinator or Supervisor using the attached Candidate Referral Form, also located online at 'sblp.biz/cfsemp'. If your candidate is hired you will be awarded **\$500.00** (less taxes) within one-hundred twenty (120) days of their hire date!

To qualify for payment, your referral must meet the following criteria:

1. The hiring of a referred employee must occur within six (6) months of the initial referral date.
2. Managers, dispatchers and division supervisors are excluded from receiving referral bonuses.
3. The referral must represent the candidate's first contact with our organization and must be applying for a full-time position. Temporary, part-time and former employees are not eligible candidates for referral bonus.
4. To be eligible for an award, the referrals must first be submitted to a dispatcher or manager and must include a Candidate Referral Form and a resume or employment application, which are posted online at <http://sblp.biz/cfsemp>
5. Once a referral is hired and completes ninety (90) consecutive calendar days of service, the employee responsible for the referral will receive the referral bonus.
6. New employee must be available as full duty, full-time status during the first ninety (90) days of employment and not subject to any extended absence beyond three (3) days for any reason.
7. The first employee to refer a candidate will be the only referring employee eligible for payment.
8. All candidates will be evaluated for employment consistent with our organization's policies and procedures, and all information regarding the hiring decision will remain strictly confidential.