

# Refer & Earn with CSN's Employee Referral Program



## Here's how it works:

You refer someone you know, who would be a good fit and if they get hired, you get rewarded. The longer they stay, the more you earn! The best part, the sky is the limit as there is no limit for referrals per employee.

## Who can participate?:

All CSN Employees are eligible!

## Rules:

- Only 1 referring employee per new applicant (the applicant cannot identify 2 referring employees, must pick 1)
- You must be a current CSN employee in order to receive a referral bonus. If you leave the organization, you are no longer eligible as of your last day of employment.
- As each level within the program is hit, HR will contact the referring employee ASAP (not to exceed 3 business days) to thank them and notify them of their choice of bonus.
- Once a referring employee chooses their item, CSN will have the item available for pick up by the employee no later than 30 days from the date of choice
- When the employee picks up the bonus item, HR will have them sign the Employee Acknowledgement Form, notifying them of related tax information.
- An employee can only be referred one time (an employee can't leave CSN and be referred back to CSN and be entered into the referral program)
- Referring employee must pick from the category for which they are eligible to pick from.

## REWARDS

**APPLICANT SUCCESSFULLY HIRED REFERRING EMPLOYEE WILL HAVE THE CHOICE OF 1 OF THE BELOW ITEMS:**

- A. \$10 GAS CARD
- B. \$10 COFFEE CARD (IE: SCOOTERS, LOCAL COFFEE SHOP, ETC.)
- C. \$10 LUNCH CARD (IE: CHIPOTLE, ETC.)

**REFERRED EMPLOYEE COMPLETES PRE SERVICE (EST. 90 DAYS) REFERRING EMPLOYEE WILL HAVE THE CHOICE OF 1 OF THE BELOW ITEMS:**

- A. \$150 NET BONUS
- B. \$150 WAL-MART CARD OR GAS CARD
- C. AMAZON FIRE 10-INCH TABLET
- D. GOOGLE HOME OR AMAZON ECHO

**REFERRED EMPLOYEE COMPLETES INITIAL PROBATIONARY PERIOD (EST. 6 MONTHS) REFERRING EMPLOYEE WILL HAVE THE CHOICE OF 1 OF THE BELOW ITEMS:**

- A. \$200 NET BONUS
- B. \$200 GROCERY CARD OR AMAZON CARD
- C. HOTEL STAY (UP TO A \$200 VALUE)
- D. EVENT/CONCERT/SPORT TICKETS (UP TO A \$200 VALUE)

**REFERRED EMPLOYEE COMPLETES 1 YEAR ANNIVERSARY WITH CSN REFERRING EMPLOYEE WILL HAVE THE CHOICE OF 1 OF THE BELOW ITEMS:**

- A. \$300 NET BONUS
- B. HD TV (UP TO A \$300 VALUE)
- C. \$300 SHOPPING SPREE (GIFT CARD TO LOCAL MALL)
- D. \$300 TRAVEL VOUCHER

**TOTAL VALUE OF THE EMPLOYEE REFERRAL PROGRAM IF A REFERRED APPLICANT STAYS 1 YEAR: \$660\***