



**YOU MAY BE
ELIGIBLE FOR
A REFERRAL
BONUS!**

EMPLOYEE REFERRAL INCENTIVE PROGRAM

ELIGIBLE EMPLOYEES MAY RECEIVE UP TO \$1000!

For the successful referral of a candidate who accepts the position and becomes a listed employee within their probationary period as a *Warehouse Fulfillment Specialist* or a *Driver*. Incentives will be paid out in separate checks and are subject to all statutory deductions and taxes.

ELIGIBILITY CRITERIA:

- All AGNE employees are eligible for the referral incentive with the exception of management and Human Resources.
- The referral incentives may be paid to the referring associate and the referred associate after the referred associate makes the Union list within the duration of their probationary period.
- If the referred employee is part time, they, along with the referrer, may be eligible for up to \$250 referral incentives after the referred employee makes the Union list.
- Should the referred employee make the Union list within the duration of their probationary period, but the referring employee is no longer with the company, the referred employee may be eligible to receive the incentive.
- A referred candidate may not be working through a temporary agency.
- A candidate cannot be referred by more than one associate.
- This incentive is for new hires only and does not include any interdepartmental transfers or rehires.
- Referrals with resumes or applications on file in Human Resources prior to referral are not eligible for this incentive.
- All candidates referred receive priority review and consideration; however, only those candidates who possess the appropriate experience, skills, and abilities will be contacted for an interview.
- The Company may discontinue this program at any time without prior notice.
- The company may, at its sole discretion, award a referral bonus of up to \$1000 after successful completion of probationary period and addition to Union Seniority List. The awarding of any bonus, and the final amount (if any), will be determined based on factors including, but not limited to, business needs, individual performance, and overall company performance. There is no guarantee of a bonus payment.