

ReferPFJ.com

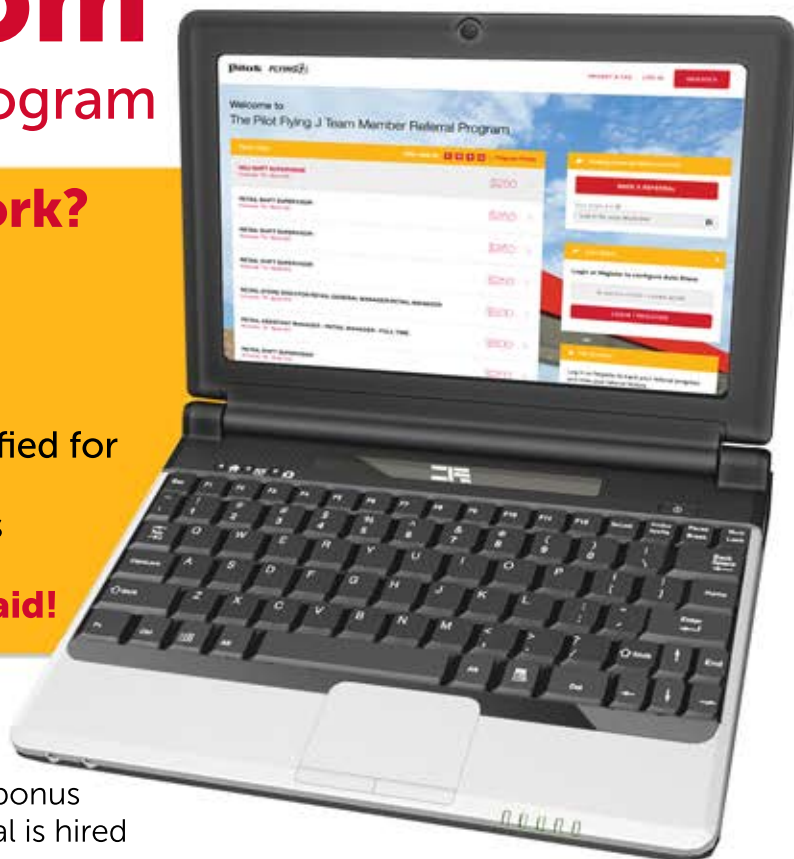
Team Member Referral Program

How does the program work?

It's easy! Just:

- 1 Search our jobs** at ReferPFJ.com or on the "MyReferrals" app
- 2 Refer a friend** to jobs they are qualified for
- 3 Track the progress** of your referrals

If we hire your referral, you'll get paid!



How does the bonus work?

- PFJ will pay the referring Team Member the bonus attached to the position for which the referral is hired (not for positions to which they are referred).
- The bonus amount for each position is listed on the ReferPFJ.com site.
- The bonus will be paid if the referring Team Member and the referral are both employed by PFJ on the date the referral bonus is processed.
- Referral Bonuses will typically be paid by the third pay period following the referral start date.

What qualifies as a referral?

- Any candidate who has been personally sourced and referred. This does not include walk-ins or candidates who have answered or applied to an advertisement.
- To qualify, the referral must be made in the system prior to the new hire's start date.

Who is not eligible to receive a referral bonus?

All PFJ Team Members are encouraged to participate, but bonuses will **not** be paid to those in the following positions:

- Human Resources
- Support Center Team Members who are Director level and above
- Region Managers and above who are in field operations
- Team Members whose referral would directly or indirectly report to them

For questions regarding the Team Member Referral Program, contact your HR representative.



Text "ReferPFJ" to 30311 to learn more!

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