



# EMPLOYEE REFERRAL

## 2025-2026 PROGRAM



For Every Successful Employee Referral,  
**YOU CAN EARN...**

**\$250**

AT TIME  
OF HIRE

**\$250**

AT 6 MONTHS  
OF EMPLOYMENT

**\$500**

AT 1 YEAR  
OF EMPLOYMENT

CHANCE TO WIN  
CASH BONUS

**\$2K**

MARCH  
31, 2026

If any of your referrals have been employed past the 6-month employment requirement as of March 31, 2026, **your name will be entered into a drawing for a chance to win \$2,000 CASH!**

### WHO'S ELIGIBLE TO PARTICIPATE?

All employee-owners, excluding those that serve on the Executive Management Team, Operational Management Team, Workforce/Recruitment team personnel, direct supervisor or the hiring manager are eligible to participate.

### WHAT QUALIFIES?

Referral must be hired. Referring employee must be actively employed to receive referral bonus. No referrals will be made for temporary or internship positions, rehires, current employees or for children of current employees. Referral must meet essential qualifications of employment, including, but not limiting to: pre-employment drug screen.

### PAYMENT PROCEDURE

Upon the first day of employment with ESS, the referring employee will earn a \$250 referral bonus. After the referred employee has reached 6 months of employment, the referring employee will receive another \$250 referral bonus. After 1 year of employment, the referring employee will receive an additional \$500 referral bonus. Referral Bonuses are subject to applicable payroll taxes. Please allow up to 10 business days for processing of referral bonuses.

*This program is discretionary on the part of ESS, which always reserves the right to discontinue, modify or make exceptions to this policy at any time, on any given occasion.*