

\$4,000 REWARD

Empire can always use productive Technicians, and the single most influential recruiting tool Empire has are our own productive Technicians. To prove this point we would like to reward our 'recruiting' Technicians, AND the newly hired Technician with up to two thousand dollars each!

If you know a productive Technician simply notify Jim Brown or Bob Bullard, bring them in for an interview, we'll help make sure your name is on the Employment Application in the 'referred by' field.

When the candidate passes the pre-hire process all you have to do is support the new hire in adapting to our business and assist them in accomplishing their goals as defined by TechPro.

Rewards will be determined after the new hires Six Month Evaluation by the TechPro score.

To be eligible for Rewards the New Hire's 5 Requirements must be complete.

Class A CDL

A/C Certification

Safety Program

Tow Motor Cert

Tool Inventory On File / HR Dept SEI Jackson

6-Month Available Time Pay Out.

| | |
|---------------------|-------|
| 899 – 999 Hours | \$0 |
| 1,000 – 1,099 Hours | \$250 |
| >1,100 Hours | \$500 |

6-Month Gross Production Pay Out.

| | |
|---------------------|---------|
| \$20,000 - \$29,000 | \$0 |
| \$30,000 - \$39,000 | \$250 |
| \$40,000 - \$49,999 | \$750 |
| \$50,000 - \$59,999 | \$1,000 |
| >\$60,000 | \$1,500 |

Jim and Bob will be glad to explain our benefits and processes, so all you have to do is get them in to talk and if they come on board you can help coach them down the Empire career path to success!