



Employee Referral Program

**2021 Promotion
(February 2021-April 2021)**

Get paid!

Know someone who would be a great addition to CMC Energy Services? By referring a qualified candidate who is later hired, you may be eligible to earn a referral reward. Our own employees are the best when it comes to communicating the CMC Energy culture, vision, and environment to prospective talent.

What it's all about

If you, as an employee, wish to make a referral, please complete an Employee Referral Form, attach a copy of the employee's resume and submit to Human Resources. If your referral is hired and remains employed for a minimum of 90 days, you will be paid an Employee Referral Reward.

*Applicable taxes apply.

Who can participate?

Everyone who works for CMC Energy Services, except for the following:

- Executive Tier
- Human Resources
- Temporary employees through an agency

*A referral bonus will not be paid for rehires who rejoin the company within a year.

The Payout

If you refer a candidate who is successfully hired for one of the job categories below, you will receive the corresponding amount:

- Supervisor/Manager: \$1,000
- Employee: \$1,000

The candidate must write the referring employee's name on the employment application or the

Employee Referral Form must be filled out by you prior to the employee's start date in order to be eligible for the Referral Reward.

Employee Referral Form

Employee Name:

Location:

Name of Candidate:

Position of Interest:

Location of Interest:

How do you know the candidate?

For HR use only:

Received by:

Date:
