



Employee Recruitment Incentive Program

Our employees are our greatest asset. Who better to help us recruit future team members, than our current employees?

In an effort to show appreciation for a loyal employee recruiting a future employee, we are adopting a Recruitment Incentive Program.

How it works:

- Current part-time employee recruits someone to apply for a job at the GLOW YMCA.
- Candidate indicates on their application the name of the current employee who recruited them.
- If a referred candidate is hired, and if that candidate remains employed for at least the first 90 days (introductory period), and maintains a schedule of work hours (new employees must be active and current on all trainings).

Then:

- The original employee who recruited the new employee receives \$200.00 (subject to payroll tax) that will be processed directly through payroll. Note: This does not apply to employees with expired certifications, those that are inactive or employees who are only on a sub lists.

Notes:

- No limit to the number of recruitment incentives an employee can receive
- All part-time employees in the association can participate
- Does not apply for re-hires, added positions or branch/department employee transfers
- Program subject to change or termination at any time with notice
- Tina and Jess will manage the referral portion through payroll (no additional work for supervisors)