



TBEI - Lake Crystal
Referral/Retention BONUS Program
 For Welders, Finish Painters
 Effective April 5, 2018 thru May 31, 2018

Retention Bonus for new Welders, Finish Painters:

TBEI – Lake Crystal is offering a limited-time Retention Bonus for new employees that join our team as a Welder or Finish Painter between the dates of April 5, 2018 – May 31, 2018. The following Retention Bonus amounts will be paid out according to the following schedule.*

| <i>Length of Service</i> | <i>Bonus Amount</i> | <i>Attendance</i> |
|---------------------------------|----------------------------|----------------------------|
| <i>30 days</i> | <i>\$100</i> | <i>Perfect Attendance</i> |
| <i>3 months</i> | <i>\$250</i> | <i>≤ 1 occurrence</i> |
| <i>6 months</i> | <i>\$350</i> | <i>≤ 2 1/3 occurrences</i> |
| <i>9 months</i> | <i>\$500</i> | <i>≤ 3 2/3 occurrences</i> |
| <i>12 months</i> | <i>\$800</i> | <i>≤ 5 occurrences</i> |

*Payout guidelines: The eligible employee must be hired into a welder or finish painter position, must be employed at the time of payout, and meet attendance requirements within each installment as noted above. Employee may be full time or contract status; part time employees working at least 20 hours weekly are eligible for half of the bonus amount. The calculation for length of service begins when working a regular schedule. Bonuses are subject to taxes.

Referral Bonus for current employees:

TBEI – Lake Crystal is offering a limited-time Referral Bonus for current employees that refer Welding or Finish Painter candidates to join our team between the dates of April 5, 2018 – May 31, 2018. The following Referral Bonus amounts will be paid out according to the following schedule.*

| <i>Length of Service</i> | <i>Bonus Amount</i> | <i>Attendance</i> |
|---------------------------------|----------------------------|----------------------------|
| <i>30 days</i> | <i>\$100</i> | <i>Perfect Attendance</i> |
| <i>3 months</i> | <i>\$250</i> | <i>≤ 1 occurrence</i> |
| <i>6 months</i> | <i>\$350</i> | <i>≤ 2 1/3 occurrences</i> |
| <i>9 months</i> | <i>\$500</i> | <i>≤ 3 2/3 occurrences</i> |
| <i>12 months</i> | <i>\$800</i> | <i>≤ 5 occurrences</i> |

*Payout guidelines: There are no restrictions to the current employees' employment status; however current employees must be actively working a regular schedule. The referred candidate may be hired directly with TBEI or through a partner agency. Both the current employee and the referred employee must be employed at the time of payout. If the referred employee is working a regular part time schedule of at least 20 hours weekly, the current employee is eligible for half of the bonus amount. The calculation for length of service begins when the new employee is working a regular schedule. Bonuses are subject to taxes.