

First Choice Service Starts with Great People.

Refer Exceptional Talent and Enjoy the Benefits!

We are looking for **Dedicated, Dependable, and Dynamic** team players, like you! You know our company culture and are the first to recognize a good fit, and we want to **pay you** to find them!

PRIOR TO SUBMITTING A REFERRAL



CREATE AN EMAIL:

It **MUST** include:

- Candidate first and last name
- Contact information (email, phone number)
- Relationship with candidate
- Open position being referred for
- Why they're being recommended



SEND TO:

referral@esiconstruction.com

AWARD FOR SUCCESSFUL REFERRAL

Get Paid

If your referred employee remains with us, you'll be eligible to receive up to two cash bonuses, which will be included in your paycheck as gross income after reaching the milestone date. The bonus amounts vary based on the position type, as shown in the chart to the right.

Jackpot Payouts

Refer five Full-Time, Hourly or Salary candidates who are hired and successfully complete onboarding within a 365-day period, and receive a jackpot bonus. All five referrals must be currently employed at the time.

**Employees are responsible for keeping track of their referrals and notifying Haley Norris when their 5th referral has been successfully onboarded.*

TIMELINE	FULL-TIME SALARIED	FULL-TIME HOURLY	FULL-TIME PRIORITY
90 DAYS	\$1,000	\$500	\$3,000
180 DAYS	\$2,000	\$1,000	\$3,000
TOTAL PAYOUT	\$3,000	\$1,500	\$6,000

JACKPOT PAYOUT	\$10,000	\$5,000
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