



\$5,000 Referral Bonus Program

As we hire and retain qualified employees, TransCor will pay employee referral bonuses totaling \$5,000 to employees who refer an individual who is hired, completes training, and remains actively employed at the facility or Central Office as a Transportation Officer, Senior Transportation Officer, or employee (management excluded) for a continuous period of twelve months. This limited-time offer is effective immediately.

BONUS PROGRAM KEY FACTS

- Employees may make multiple referrals and receive multiple bonuses.
- The referred candidate must submit an application through TransCor's career site.
- All facility level TransCor employees are eligible to participate in the program, except for Transportation Supervisors and Assistant Supervisors.
- The referred candidate and the referring employee must both be active employees on the date any award check is issued.
- For additional info and limitations see full details and contact: Meghan.Olson@TransCor.com

TransCor[®]

TransCor \$5,000 Referral Bonus Program Details

In an effort to hire and retain qualified employees, the company will pay employee referral bonuses to employees who refer an individual who is hired, completes training, and remains actively employed at the facility or Central Office as a Transportation Officer, Senior Transportation, or employee (management excluded) for a continuous period of twelve months.

This offer will close when announced or when Transportation Officer positions are fully staffed (whichever comes first).

ELIGIBILITY FOR AWARDS

- The referred candidate must submit an application through TransCor's career site: TransCor.com.
- Central Office Management positions, Transportation Supervisors and Assistant Supervisors are not eligible to participate in the program.
- All other employees at the facility level are eligible to participate in the program.
- The referring employee must be the first to recommend the candidate, and the hire must be a result of this referral.
- The referred candidate must not have been previously employed by TransCor at any location.
- The referred candidate and the referring employee must both be active employees on the date any award check is issued.
- The referring employee's name must be listed on the candidate's application on or before the first day of employment.

VOLUNTARY PARTICIPATION GUIDELINES

Employees wishing to participate in the program are expected to understand and abide by the following conditions: (1) participation is strictly voluntary; (2) recruitment efforts do not involve significant time; and (3) the activity is limited to after-hours solicitation done only among friends, relatives, neighbors and acquaintances as part of the employees' social affairs.

AMOUNT AND PAYMENT OF AWARD

An eligible employee who refers a candidate in accordance with the criteria listed above will receive a total award of \$5,000, payable in four installments: \$1,250 after 3 months of service by the referred candidate; \$1,250 after 6 months of service by the referred candidate; \$1,250 after 9 months of service by the referred candidate; and after 12 months of service by the referred candidate.

Payments will be made in the next payroll period following the date the referred candidate completes the designated months of active, continuous employment.

If the referred candidate's continuous employment is interrupted by an approved leave, the referring employee may still be eligible upon the referred candidate's return to work, but the number of months of continuous employment will be calculated without counting the days of leave.

The award will be considered as taxable income, subject to tax withholdings when paid, and will be reflected on W-2 forms.

For additional info and limitations, contact:

Meghan.Olson@TransCor.com

