

We recognize that our Consultants are the best resource for identifying quality candidates and potential business opportunities. If you refer new clients, projects or consultants to Advantage Placements, you will be eligible for the following the Referral Bonus Plan:

**Business Opportunity Referral Bonus**

If you identify a new business opportunity that directly leads to a consulting project, you will receive \$2 for each hour each Advantage Placements Consultant works on the assignment up to a maximum of \$2,000 per consultant. New business opportunities are projects that lead to revenue for Advantage Placements that would not have occurred without your information/referral. If you hear about a potential new business opportunity, please provide us with any details you have and we'll follow up with the appropriate individuals.

You will receive the first Business Opportunity Referral Bonus payment after a Consultant works 500 hours on the assignment and the second payment after the Consultant works 1000 hours. Should the assignment not reach the 500/1000 hour mark, you will still receive \$2 for each hour a Consultant worked on the assignment.

**Consultant Referral Bonus**

If you refer a candidate who becomes an Advantage Placements Consultant, you will receive \$2 for each hour the new consultant works on their first assignment up to a maximum of \$2,000.

You will receive the first Consultant Opportunity Referral Bonus payment after a Consultant works 500 hours on the assignment and the second payment after the Consultant works 1000 hours. Should the assignment not reach the 500/1000 hour mark, you will still receive \$2 for each hour a Consultant worked on the assignment.

**If you identify both a Business Opportunity AND the Consultant(s) for that assignment, you are entitled to both bonus plans as described above.**

Note: You must be an active Advantage Placements employee at the time the referred Consultant reaches the 500/1000 hour mark. You will not receive a pro-rated payment in the event of your resignation. Payment of Referral Bonuses will be received in your paycheck and is treated as compensation.