

EMPLOYEE REFERRAL PROGRAM



PrairieLand FS, Inc. is always looking for good people, like you, and you can help recruit and retain talent. Research has shown, and our own experience supports, that new hires who come into a company through employee referrals are excellent contributors, stay with the company longer, and are more cost-effective recruits.

THAT'S WHERE YOU COME IN!

If you know someone who would be a good addition to PrairieLand FS, Inc., and we hire them, you could be awarded a referral bonus, subject to the Program Rules indicated below. The referral bonuses are as follows:

\$200 referral bonus (less taxes) awarded to the referring employee after the new employee has been employed with us for six (6) months from his/her hire date.

\$200 referral bonus (less taxes) awarded to the referring employee after the new employee has been employed for twelve (12) months from his/her hire date and remains in good standing with the company.

The Employee Referral Program shall operate in accordance with the following rules and requirements:

- Referral bonuses shall be awarded at the discretion of management. Any disputes or interpretations of this employee referral program shall be handled by Human Resources;
- All PrairieLand FS, Inc. employees, except those at vice president level and above, Human Resources personnel, and managers with hiring authority over the referred candidate, are eligible for the referral bonus;
- The referring employee must submit an "Employee Referral Program Form" to Human Resources at the time of his/her hire date or within fourteen (14) days thereafter;
- The hiring of a referred employee must occur within 180 days (six month) of the initial referral date;
- Seasonal, part-time, internship, Dairy Queen, Fast Stop, or former employees of PrairieLand FS, Inc. are not eligible new employee candidates for the Employee Referral Program; and
- The hiring process shall be fair and consistent with PrairieLand FS, Inc's policies and procedures, with no bias for or against candidates whose selection may make another employee eligible for a referral bonus.

