

Nomination Criteria

New employees can nominate themselves for the Sign-on Bonus if they believe they are eligible, based on the qualifications below.

- ❖ Application was completed and submitted between September 1, 2018 and March 31, 2019. This benefit is not based on start dates, but rather the dates that employees completed and submitted an application for employment to the Company, and were subsequently hired based on that application.
- ❖ Employees are responsible for nominating themselves. Nomination forms are available in each cafeteria.
- ❖ The employee cannot be terminated, voluntarily or involuntarily, prior to the payment date.

The following employees would not be eligible for this program:

- ❖ Applicants who have applied to the company on their own or through an employment agency within the past year;
- ❖ Current Company employees; or
- ❖ Rehired employees who have worked for the Company at any time within the past three years.

All full-time employees are eligible except:

- ❖ Managers/supervisors for referrals within their own teams,
- ❖ Employees in recruitment positions within the HR department or Management.

This benefit will be paid with standard taxation as a paycheck or direct deposit advice, whichever is the standard format of the employee's payroll check. This benefit is included in the regular payroll cycle and with the regular paycheck that most closely follows the eligibility date.

The New Employee Sign-on Bonus program operates at the sole discretion of the Company and may be amended, suspended, or terminated for any reason, with or without prior notification.

Pitco Frialator, Inc. is an equal opportunity employer.



\$2,000

NEW

EMPLOYEE

SIGN-ON

BONUS