



QUALITY | PRIDE | SERVICE

2022 EMPLOYEE REFERRAL BONUS

Effective 2/1/22

The Company has long recognized that its employees are an excellent source for recruiting and referring excellent candidates. We all know that the labor market is extremely difficult right now. We need your help in attracting additional high-quality new hires.

We encourage you to refer people who you believe will help us with our growing needs. The Company will consider and interview any applicant referred by an employee if the applicant's experience and background meet the requirements of the position and if there is a current opening and/or anticipated need for the position in question.

Total Referral Bonus	Position	Experience Level Desired
\$5,000	Estimator	5+ Years
\$5,000	Foreman	3 Years
\$5,000	Project Manager	3 Years
\$5,000	Superintendent	3 to 5 Years
\$3,000	Equipment Operator	3 Years

- For these positions, the Company will pay current employees 50% of the Bonus when the referred new hire successfully completes 6 months of employment. The additional 50% of the Bonus will be paid when the new employee successfully completes his or her one year anniversary with The Company.

New Referral Bonus!	Position	Experience Level Desired
\$1500	Mechanic	3 to 5 Years
\$1200	Concrete Finisher	3 Years
\$1200	Skilled Laborer	3 Years
\$1200	M.O.T. Crew Leader	5 Years
\$1200	Experienced Truck Driver	3 Years
\$1000	Laborer	0 to 2 Years
\$1000	MOT Flagger	0 to 2 Years

- For these positions, the Company will pay current employees 50% of the Bonus when the referred new hire successfully completes the 90-day probationary period. The additional 50% of the Bonus will be paid when the new employee successfully completes his or her one year anniversary with The Company.

General Rules

- Both the new hire and the employee who refers the new hire must be in active working status (not on layoff; not on short term disability) on the designated bonus payment dates. If a payment date occurs when either person is not in active working status, the payment will be postponed until the pay period when both are actively at work.

We are an equal opportunity employer

2. The new hire must have named the referral source on his or her employment application.
3. Members of the Human Resources Department and Company Team are not eligible to receive referral bonus payments.
4. Open positions are posted on our websites, www.graynson.com. Please encourage interested parties to review our detailed postings and apply online.
5. The referral bonus program is subject to change at any time. This program will run until further notice.

Please direct any questions to the Human Resources Department at 410-771-4311.