



EMPLOYEE HIRING REFERRAL PROGRAM

Bedner's Farm and Greenhouse is always looking for good people, and you can help. If you know someone who would be a good addition to Bedner's and they are hired, you may be **awarded up to \$200 cash or up to \$300 in Bedner's Gift Cards.**, or for Management positions up to \$1,000 Cash or \$1,500 in Bedner's Gift Cards. Thank you for your support!

Program Awards

- **30 Days** — The referred staff member remains employed by us for 30 days. Choice of \$100 Cash or \$150 in Bedner's Gift Cards. Management level: Choice of \$500 in Cash or \$750 in Bedner's Gift Cards.
- **6 Months** — The referred staff member remains employed by us for 6 months. Choice of \$100 Cash or \$150 in Bedner's Gift Cards. Management level: Choice of \$500 in Cash or \$750 in Bedner's Gift Cards.

Process and Procedure

1. The referred applicant submits a Bedner employment application that indicates the name of the referrer in the "How Did You Hear About Us?" section. The name of the person referring the candidate must be on the application.
2. The referrer must fill out the Employee Hiring Referral Form, which can be found at <https://bednersgreenhouse.com/employment-opportunities/>.
3. The referrer will be contacted if the candidate completes the interview process, accepts the job offer, and works for 30 days. The referrer will have his or her choice of either \$100 cash or a \$150 Bedner's Gift Card at that time.
4. The referrer will be contacted again if and when the new, referred employee completes six months of work. The referrer will have his or her choice of either \$100 cash or a \$150 Bedner's Gift Card at that time.

Program Rules

All Bedner's Farm and Greenhouse employees, vendors, and customers are eligible to refer candidates. The hiring of a referred employee must occur within 3 months after the initial referral. The referral must represent the candidate's first contact as an applicant with Bedner's. The first person to refer a candidate will be the only referring person eligible for payment. Only candidates who meet the essential qualifications for the position will be considered. All candidates will be evaluated for employment consistent with Bedner's Farm and Greenhouse policies and procedures. All information regarding the hiring decision will remain strictly confidential. Any disputes or interpretations of the program will be handled through Human Resources.