



TECHNICIAN REFERRAL REWARDS PROGRAM

The employee referral bonus is there to recognize our employees who recommend technician candidates for full time job openings at Ryder. In exchange for referring a former colleague, friend, neighbor, etc.,

you will earn \$1500

The bonus is paid after your referral has worked for Ryder for 90 days. There is no limit on the number of technician candidates you can refer to Ryder. And, referrals are considered for all full-time Ryder openings. This employee referral bonus is open to all employees below the Director level, under the conditions laid out below.

*This is a temporary increase to our regular Employee Referral bonus program, effective **January 1, 2022** until **December 31, 2022**

HOW DO I REFER SOMEONE?

To refer someone, go to this link: www.ryderreferrals.com

Or, you can provide their name and contact information to your manager and/or the Ryder recruiting team.

It's also a best practice to tell your referral to list your name on their application as well as letting their recruiter know. If your referral forgets to put your name on their application, please connect with your manager and their recruiter to get this confirmed and corrected.

To check if your name is listed on your referrals application, please connect with the Ryder recruiting team.

WHEN REFERRAL IS HIRED

One payment of **\$1500** is issued after the referred employee has been employed for 90 days. BOTH the recipient and the referring employee must be 'active' at time of payment.

CONDITIONS

- Employees cannot approach or refer any temporary employees or any person currently employed by one of our customers
- The first employee to refer a candidate to Ryder is the only employee eligible for payment of a referral bonus
- Employees who work in HR/Recruitment are **not** eligible
- Management at the location where the new hire will work are **not** eligible
- Anyone not currently employed by Ryder can be referred by an active employee, except for: a former employee or temp employee who has left Ryder within the last 6 mths; applicant already under consideration or in the hiring process; and, applicant we found through an acquisition and/or merger type situation

*Union locations are handled individually.