

Referral Bonus Program

Blackwell Professional Support Services, Inc. is always seeking qualified employees and appreciates recommendations made by existing employees. If you refer someone who is hired and is still employed by the company after 90 days, you will be eligible for a recruiting bonus. The company will determine the amount of the recruiting bonus based on the position your referral is hired for according to the table below:

Tier	Category	Examples	Amount
1	Front Line Staff	Security Officers, Lobby Attendants, Lobby Facilitators	\$50
2	Leadership Staff	Shift Supervisors, Site Supervisors, Account Managers	\$100
3	Administrative Staff	District Managers, Office Administrators	\$250

The referral bonus will be paid to the referring employee on the first payroll cycle following the new employee's 90th consecutive day of employment.

Please direct any referrals to complete an employment application at www.blackwellinc.com/careers. There is a field in the application titled "Referred By" where they can enter the referring employee's name. You can also send an email directly to our Recruitment Team at HRRecruitment@blackwellinc.com to let them know that you have referred an applicant who has completed their online application.

Bonus amounts may be changed at company discretion. All amounts awarded under this program are treated as bonus payments and are subject to withholdings as required by law.