

**We're Growing**

# Successful REFERRALS

## can earn you money!

All referral bonuses are now  
open to ALL employees



Do you know someone with the skills and the attitude to join the Discount Tire family? If so, you could receive a bonus for helping us find our next employee. We need more talented team members ASAP, and a successful referral can earn you up to \$750! Effective immediately, this referral bonus program is open to ALL employees. To qualify, make sure your referral enters your name on the referral line of their application. See the Referral Fee Policy below for complete details.

### Referral Fee Policy:

- A \$250 net fee will be paid to any regular employee that has referred an individual that is hired to start in a Tire Technician or Apprentice position\*. Both individuals must be employed 90 days before the fee will be paid.
- A \$750 net fee will be paid to any regular employee that has referred an individual that is hired to start in an Assistant Manager position\* or above. Both individuals must be employed 90 days before the fee will be paid.
- Discount Tire will NOT pay a fee for an individual that is rehired.
- The Regional Office is responsible for maintaining the finders' fees for their region and should submit the appropriate paperwork to the Payroll Department after the 90 day period, verifying that the employees to be paid are still employed.

### NOTE:

- If a referred individual was hired in a Tire Technician or Apprentice\* position and then promoted to Assistant Manager\* or above in under 90 days, the amount paid to the referring employee will remain at the Tire Technician/Apprentice level.
- No employee will be paid a finder's fee for referring a customer they did not solicit. In other words, a customer who enters a store and inquires about employment or requests an application does not qualify for the program.
- For verification purposes, the individual who is applying for employment must write the name of the employee who referred them on their completed application prior to submitting for consideration.
- Only ONE employee will be paid a bonus per referral. If more than one employee's name is listed on the application, only the first name will be paid the bonus.
- Managers are eligible for this benefit.

Questions? Contact your Regional Office Manager.

\* or an equivalent role in other Company locations