

# Driver Referral/Recruiting Bonus Effective 10/1/2017

(See Associate Handbook, Section 3, page 21 and Driver's Manual, Section 3, page 5)

An Associate who refers a driver may earn a monetary bonus for their participation in referring a new hire/driver. The requirements and the monetary award for Experienced and Student Drivers are as follows:

1. **Experienced Driver Referral Criteria:** Total Bonus is \$1200.00
  - a. New Hire Eligibility Requirements:
    - i. Must possess a valid Class A Commercial Driver's License (CDL)
    - ii. Minimum three (3) months recent tractor-trailer driving experience
    - iii. No training through Garner Trucking, Inc. (GTI) training program needed
  - b. Bonus Payout is as follows:
    - i. If you refer a driver, with at least three (3) months of experience and they apply to GTI, you will receive \$100.00 for the referral.
      1. Human Resources (HR) must receive a completed application either hard copy or online.
    - ii. If the submitted application leads to the referred being hired, you will then receive an additional \$100.00.
    - iii. Once the referred completes three (3) months of employment with GTI, you will receive \$500.00
    - iv. After referred completes six (6) months of employment with GTI, you will receive a final bonus payment of \$500.00.
2. **Student Driver Referral Criteria:** Total Bonus is \$1000.00
  - a. New Hire Eligibility Requirements:
    - i. Must possess a valid Class A CDL
    - ii. No Driving Experience Required
      1. Must have satisfactorily completed truck driver training with a Truck Driving School
    - iii. Training through GTI training program is required (3 weeks)
  - b. Bonus Payout is as follows:
    - i. If the referred is hired, you will receive \$100.00.
    - ii. Once the referred completes three (3) months of employment with GTI, you will receive \$300.00
    - iii. After referred completes nine (9) months of employment with GTI, you will receive a final bonus payment of \$600.00.
3. **Notification:** Be sure to notify the Recruiter or HR, during the hiring process, that you have referred a new driver, to ensure you get credit for the referral.
4. Individual(s) must be actively employed at time bonus payment is dispersed.
5. All employees, except, Recruiting, Retention, and Management are eligible to participate in the Driver Referral/Recruiting Bonus Program.

**NOTE:** Referrals that occurred prior to October 1, 2017, the previous bonus award will continue to be honored. All referrals that occur October 1, 2017 or later, the new policy above will apply.