

A&S RESOURCES STAFFING – REFERRAL PROGRAM

Word-of-mouth referrals have the most impact and that is why we offer a referral bonus each time you help us place a qualified candidate or refer a client. To show you our appreciation for your referrals we're offering you the opportunity to earn a cash referral bonus for each direct hire candidate, contract candidate or business client that you refer to us, *Some conditions apply; see below.

How the referral bonus program works

A referral bonus is paid for each candidate or client you refer to us that is successfully placed and completes the job probation period, guarantee period and agreement conditions.

There is no limit to the number of referrals you can make or the number of bonuses you can earn. The referral program applies to active open job needs of current clients and referred companies provided all conditions and the signed agreement stipulations have been met.

\$400.00 for each client referral that utilizes A&S Resources Staffing services with a signed agreement**

\$300.00 for each referral resulting in a direct hire placement*

\$100.00 for each referral resulting in a contract placement*



* Candidate Referral (Direct Hire and Contract) Conditions

- Referral Bonus for each direct hire referral is paid after the referred direct hire has worked and completed the guarantee and probation period.
- Referral Bonus for each contract placement is paid after the referred employee has worked 280 consecutive contract hours.
- Bonuses are taxable income.
- Since there may be duplication of names and companies referred to us, both from other people providing referrals, and by our own recruiters who may already be working with a candidate or client, A&S Resources Staffing reserves the right at its sole discretion to determine if a referral bonus is due, and to whom.
- A qualified referral is a candidate or client who is not currently in our database and has not already been submitted to us in the past six months.
- Referrals for candidates are good up to six months from the date of each submission.
- A&S Resources Staffing reserves the right to modify or discontinue the above program at any time with or without notice.
- Agencies are not eligible for this referral program.

**Client Referral Conditions

As with our candidate referral program, anyone can receive a \$400 referral bonus for referring a company opportunity that becomes a business engagement for A&S Resources Staffing. Below are the requirements and details of the client referral program.

- Client referrals must be submitted via e-mail to info@asresources.net
- A client referral fee is applicable for business engagement agreement of Direct Hire/Fulltime placements (signed agreement required).
- Client referrals need to include the following:
 - Name of the client contact or hiring manager
 - A valid phone number or an active e-mail address of the hiring manager
 - The specialty/job title of position
 - The referrer's name and contact information
- The referral client job requisition cannot be one that A&S Resources Staffing is actively working on or actively soliciting.
- The Client Contact/Hiring Manager must be a new contact for A&S Resources Staffing.
- A&S Resources Staffing must place a candidate into the referred client position (signed agreement required).
- Bonuses for placements on each referred client full-time/direct-hire job requisitions will be paid after the guarantee period (determined by A&S Resources Staffing and the client) has expired and the specific invoice for the referred client position has been paid.
- To learn more about our services or to refer a potential client, go to our website www.asresources.net or call: 770-469-1858.

How to submit each Referral

- You may submit a referral via email, please reference in the subject line REFERRAL type and send the email to info@asresources.net or call 770-469-1858 with the following information:
- YOUR INFORMATION: Name, Personal Address, Phone, Email Address
- REFERRAL'S INFORMATION: Name, Personal Address, Phone, Email, Job Title, Resume
- The referral process will commence only after all conditions relating to the specific job guarantee and agreement have been met and all required paperwork has been received.
- Once you submit your referral information, you will be contacted to confirm receipt of the referral. Please allow 2-4 weeks for the referral bonus to be processed once all of the conditions are met. If you have any additional questions or comments regarding A&S Resources Staffing Referral Program, please contact us at info@asresources.net or at 770-469-1858.
- At A&S Resources Staffing, we're always on the lookout for smart, talented, and dependable people. Earn extra cash while helping your friends, colleagues and relatives get jobs! Thank you for your help!

*=Direct Hire/Contract Candidates Conditions, **=Client/Company Referrals Conditions

