



## EXTERNAL REFERRAL AWARD

Know someone who might be a great fit for one of our current technology positions? As an external referrer, you could earn a \$1,000 referral award.

### AWARD STRUCTURE

If you refer a qualified applicant, and they are hired by one of our client companies, you will receive a \$1,000 award after your referred candidate successfully completes 90 consecutive days of full-time employment.

### ELIGIBILITY

- Any person who is not employed by Delta TA or one of its affiliates or client companies.
- *Staffing/recruiting agency employees and consultants are excluded.*

### PROCESS AND RULES

To receive credit for a referral, you must forward the candidate's resume and contact information to [careers@deltata.com](mailto:careers@deltata.com). Your referral is valid for a 12-month period from the date of submittal.

The referred candidate must be new to Delta TA. If multiple referrals are received for the same candidate, only the earliest referral will be credited. Referring oneself is not a valid referral and will not be eligible for a referral award.

### AWARD TERMS

Delta TA shall provide you with a one-time external referral award of \$1,000 (in the form of a prepaid VISA card) for a referral if it results in a successful regular full-time hire, and such referred employee:

- acknowledges he or she was referred by you
- completes 90 days of continuous, active employment with one of our clients
- is in good performance standing at the end of such 90 day period, and is still employed by the client company at the time the external referral award is to be issued

Delta TA will process the external referral award within 30 days after the referred employee completed the initial 90 days of employment.