



Hotel Rehabs Referral Bonus Program (External)

The Hotel Rehabs External Referral Program is an amazing way to provide a financial reward/incentive to individuals NOT currently employed by the Company. The goal is to bring incredibly qualified candidates to the team from extending this program and offer to our strong, dynamic, and diverse external network. We aim to utilize your connections to allow you to refer candidates who are ideally suited and subsequently hired by Hotel Rehabs, LLC.

A \$1,000 reward will be provided after the individual an external referrer has referred is employed on a full-time basis with Hotel Rehabs, LLC for 90-days. Restrictions apply.

- Referrals should be sent to careers@hotelrehabs.com . Please include the following
 - Name of the person you are referring
 - Resume of the person you are referring
 - Association to the person you are referring
 - Confirmation that there is no conflict of interest in referring this candidate.
 - A summary of why you feel the person would be a good fit for Hotel Rehabs, LLC for one of our posted roles at www.hotelrehabs.com/careers (Please list role).

The resumes from the external referrer will remain on-file for 1-year from the time of submission. If during this 1-year period, the candidate is hired, the referrer will be eligible for a bonus after the employee has finished 90 days of full-time employment with Hotel Rehabs, LLC.

- To qualify for eligibility for referral status to Hotel Rehabs, the person being referred must be known to the referrer in one of two ways:
 - has work history with the individual or someone in the individual's network.
 - an individual who was met during a networking event or other source of networking initiatives (a prominent industry connection on LinkedIn, for example).
- The referrer will be contacted by Hotel Rehabs, LLC once the referral is received and, furthermore, if the individual is hired. If there is no movement in the hiring of the candidate, Hotel Rehabs LLC has no obligation for further communication about the candidate to the referrer.



- At the end of the 90-day period, you will receive a W-9 tax form. This form should be filled out and sent back to Hotel Rehabs, LLC. Upon receipt, Hotel Rehabs, LLC will send a check for \$1,000 to the referrer. The referrer will also receive a 1099. Referrer is responsible for all applicable taxes as a result of receipt of referral bonus. Hotel Rehabs, LLC will not withhold taxes from the referral bonus.

Rules and Restrictions:

- Potential candidates with non-solicitation or non-compete agreements that could possibly cause a conflict of interest with Hotel Rehabs, LLC are ineligible.
- The candidate must not exist in the Hotel Rehabs, LLC pipeline to qualify for this program. If the candidate does exist, Human Resources will inform the referrer, that the candidate will not qualify.
- No third-party recruiters or agencies (nor vendors) may participate in this program.
- Third party recruiters, recruiting agencies/vendors, or any of their employees are not eligible for this program.
- Subcontractors of Hotel Rehabs, LLC may participate, but the referrals may not currently work for their company.
- Federal Government employees are ineligible.
- You may not refer yourself or a previous employee of Hotel Rehabs, LLC.
- The candidate must be 18 years of age; not a current Hotel Rehabs employee; and be authorized to work in the USA.