



## Referral Program Guidelines and Rules

RG Freight Factors is always looking for good people. That's where you can help!

As a thank you for sending us a qualified candidate RG Freight Factors offers a referral bonus of \$200.00 for each referral who successfully completes their first thirty days.

Referrals may be submitted by email, in-person or social media.

- The candidate joining RG Freight Factors must do so within 180 days of the referral date.
- The first person referring a candidate will be the only referring person eligible for payment
- The referring person must agree to have his or her name used when RG Freight Factors contacts the candidate.
- There is no cap on the number of referrals received. All rewards will be paid accordingly.
- All referral bonus payments will be paid within 30 days after the referred candidate has completed their first thirty days.
- We may modify or crease this program based on need. We'll communicate any changes clearly and timely.

All employees are eligible to participate in our referral program except for:

- Senior management (CEO, General Manger, Director- level employees)
- Existing RG Freight Factors or RG Transportation customers excluded

Conditions for candidates who can qualify you for our rewards.

- May not have been a client of RG Freight Factors for at least one year.

Referrals will be given to Acquisition team.

- The Acquisition team will verify and communicate with each referral presented.
- The team will establish a goal, in which each candidate will be contacted and screened within 3 business days.