



# EMPLOYEE REFERRAL BONUS

## Frequently Asked Questions

**Q: Why is Tire Rack implementing a referral bonus?**

Our employees know great talent! We appreciate and value employee contributions and would like to hire like-minded professionals. We would like to show our appreciation with a bonus, to thank you for your time and effort.

**Q: What are the bonus amounts?**

Bonus amounts will depend on the referral's position at Tire Rack. We will use the official job description of each role to determine eligibility.

\$250	\$1,000
0-5 Years Relevant Experience, Required	5+ Years of Relevant Experience, Required
No educational requirement	Advanced degree <b>OR</b> Specialty Certification Required
No supervisory responsibility	Supervisory Responsibility*
No certification required/will be trained on-the-job	

*\*Supervisory Responsibility is not required if other criteria is met*

**Q: When are bonus amounts paid?**

Bonus amounts will be added to the referrer's paycheck after their referral's 90th day of employment. If the referral does not remain employed for a full 90 days, the bonus will not be added to the referrer's paycheck.

**Q: Is anyone eligible to receive the bonus?**

Most Tire Rack, Tire Rack Wholesale, and Tire Rack Mobile Installation employees will be eligible for the bonus, as long as they remain actively employed throughout their referral's first 90 days. Employees will not be able to refer candidates that have worked for us in the past (rehires). Employees with the Assistant Vice President title and those senior to Assistant Vice President will not be eligible for this bonus.

**Q: How do I refer someone?**

Make sure that your referral mentions your full name on their application! They will have two opportunities to do so: once while applying for an open position (while submitting their resume), and once during a follow-up conversation with the recruiting team.

If you believe that your referral would be a good fit for a position that we do not currently list on our website, please reach out to [humanresources@tirerack.com](mailto:humanresources@tirerack.com) for next steps.

**Q: Where do I find great talent to refer?**

Great referrals may be found in many different places! Apart from family/friend circles, you may find talent in interest groups, professional organizations, through social media (such as LinkedIn), and more!

Keep an eye out for future **Learning Labs** about expanding your professional network!